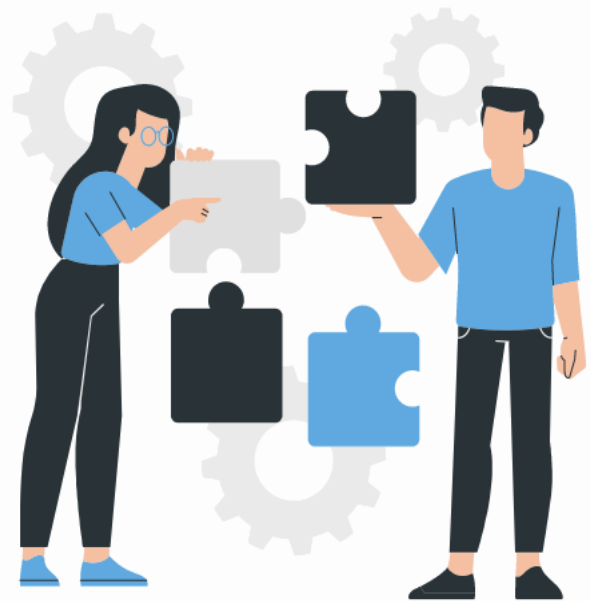


2023

可成科技 永續報告書

Catcher Technology Sustainability Report





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Message from Management

To our partners who care about Catcher' s sustainability:

2023 has seen the worst inflation, increasingly volatile geopolitical tension and climate change which impact global environment considerably. These tensions were fueling a surge of supply chain restructuring and economic fragmentation. Since 2024, factors such as the increasing volume of world merchandise trade has begun to pick up and more implementations on new technologies have been driving Taiwan' s export and local private investment. Stable domestic consumption is also one of the factors that to the upturn of the market depression. While striving for the company' s growth and business excellence, Catcher Technology Co., Ltd. does not put sustainable development aside, instead, it continuously cultivates environmental, social, and governance (ESG) values within corporate culture. To adopt an ESG mindset, the company has set up an Office of Sustainable Development that is tasked in setting up, implementing, promoting and reviewing these important ESG policies on company sustainability, so as to respond to issues of concern to company stakeholders.

Global warming intensifies climate-related hazards. To deal with the crisis and consequences of climate change, since 2019, Catcher Technology Co., Ltd. has been participating Global Clean Energy Investment, so far exceeding USD 70 million. According to the global corporate renewable energy initiative RE100, the Company is expected to achieve the RE60 (60% use of renewable energy) target by 2030. Meanwhile, the Company complies with TCFD recommendations to develop voluntary climate-related financial disclosures, assess the climate-related risks and propose response strategies. In 2023, the Company actively participated in the Science Based Targets initiative (SBTi), a corporate climate action organization, and collaborated with the group's subsidiaries to set up mid to long-term goals on issues such as "greenhouse gas emissions", "renewable energy management & energy conservation", "waste management", and "water resources and wastewater management", with the aim of promoting the practices on Energy Conservation and Carbon Reduction (ECCR) and circular economy. The Company has obtained certifications such as ISO 14001 Environmental Management Systems and ISO 45001 Occupational Safety and Health Management System. To make an all-out effort to achieve the net-zero emissions in 2050, the Company strictly follows GHG protocol standards on greenhouse gas emissions and is verified by a third-party to monitor pollution prevention and emissions in each factory for maintaining ecological integrity.

Sustainability has never been more important. To meet our current sustainability goals, the Company adheres to the business integrity, abides by relevant domestic and foreign laws and regulations, Responsible Business Alliance (RBA) and supplier codes, and formulates relevant management procedures and internal audit standards. The Company obtained ISO 27001 information security management system certification in 2022, introduced a systematic risk management system, and implemented risk assessments regularly. Meanwhile, improvement plans are also formulated for high-risk projects to enhance the resilience of operations. In 2023, Catcher was once again selected as a constituent of the FTSE4Good Emerging Markets Index and the Taiwan Sustainable Index. Additionally, it ranked in the top 21-35% of listed companies in the 9th Corporate Governance Evaluation, further affirming its efforts to enhance corporate governance.

Facing numerous opportunities and challenges brought about by technological development and industry changes, Catcher remains committed to the belief of "technological innovation, customer service, integrity and practicality, and sustainable management." We actively promote sustainable development in environmental, social, and governance areas, fulfilling our social responsibilities and creating maximum value for stakeholders, including customers, shareholders, and employees.



Hung, Shui-shu
Catcher's Chairman



About This Report

The purpose of this Report is to inform all stakeholders of Catcher's performance outcomes and future plans with regards to sustainable operation in 2023. The information contained in this Report is presented in accordance with the Global Reporting Initiative Standards 2021. Based on the sustainability context and principles of stakeholder inclusiveness, preliminary screening of issues was performed, after which a stakeholder survey questionnaire was formulated for distribution to facilitate ranking of material issues, which serve as references for the extent of disclosure of each issue. The disclosed information adopts Sustainability Accounting Standards Board (SASB), the sustainability indicators, and is compiled by the Task Force on Climate-Related Financial Disclosures (TCFD) framework. In addition, a table of GRI Standards indicators with reference to the UN Global Compact is provided herein.

Report Period & Scope

This report provides an overview of actions taken from January 1 to December 31, 2023, across economic, social, and environmental dimensions. It covers both Catcher Technology Co., Ltd. and the Catcher Educational Foundation, disclosing all management indicators for key issues at Catcher's Taiwan facilities (Ren Ai Factory, T.I.P. Factory, Y.K.I.P. Factory, and Taipei Operations Center). Additionally, it includes environmental indicators related to the subsidiary in Suqian, China (Vito, Arcadia, Envio). For more detailed financial information about Catcher, please visit the "Investor Services" section on the official Catcher website (http://www.catcher-group.com/tw/investor_financial_psc.aspx).

Data & Source of Verifications

The disclosure of each chapter, if different with the aforementioned, will be further clarified in each chapter. Part of the report content has been verified by a third party. As we continue to improve the overall quality of the report, Catcher will plan the content of the reports to be issued in the upcoming year and obtain more relevant verification statements in the report.

Category	Amount
Financial Data and Data Validation	The annual report audited by an accounting firm specifies that all amounts are expressed in thousands of New Taiwan Dollars unless otherwise stated.
Environmental Data and Data Validation	<ul style="list-style-type: none">The Company greenhouse gas emission strictly follows GHG protocol standards. Our ISO 14001 Environmental Management Systems and ISO 45001 Occupational Safety and Health Management System are all verified by a third-party.Statistics on water resource and the waste weight are the data reported by each factory to the competent authority.
Other Data	Other summarized statistical information is collected based on each factory.

Publication Period

Catcher publishes Sustainability reports on an annual basis. An executive summary of the CSR report was published for the first time in June 2015. A complete version, which was published for the first time in June 2017, and the next issue will be published in Aug 2025. To ensure environmental conservation, Catcher sustainability reports are published as electronic files (*.pdf) on the Company's official website (http://www.catcher-group.com/tw/csr_esh_more.aspx?ID=5) · We welcome all feedback and suggestions.

Contact Information

If you have any suggestions or questions about the contents of this report, please feel free to contact us at the following contact information :

Tel : 06-2039900 #2111

Fax : 06-2030123

Email : csr@catcher-group.com



▲ Sustainability Report 2021 & 2022



ESG Performance Highlights

Governance



- Re-selected as a component stock of the FTSE4Good Emerging Markets Index and the Taiwan Sustainability Index
- Ranked among top 21-35% of TWSE-listed companies in the "9th Corporate Governance Evaluation"



Society

- Renewed a memo of cooperation with Bureau of Education, Tainan City Government to promote the computational thinking project for five consecutive years
- Certified by ISO 9001- Quality management systems
- Certified by Talent Quality-management System (TTQS)
- Certified by IATF 16949 Vehicle Industry Quality Management System
- Certified by Medical Devices Quality Management System (ISO 13485)
- Certified by Information Security Management System (ISO 27001)
- Certified by Health Workplace-Health Promotion Badge
- Served as core enterprise of Catcher's safety and health family program



Environment

- Certified by Environmental Management System (ISO 14001)
- Certified by ISO 45001 Occupational Health and Safety Management System
- Certified as SONY GP(Green Partner)
- Certified as Tainan Green Procurement Company in Excellence





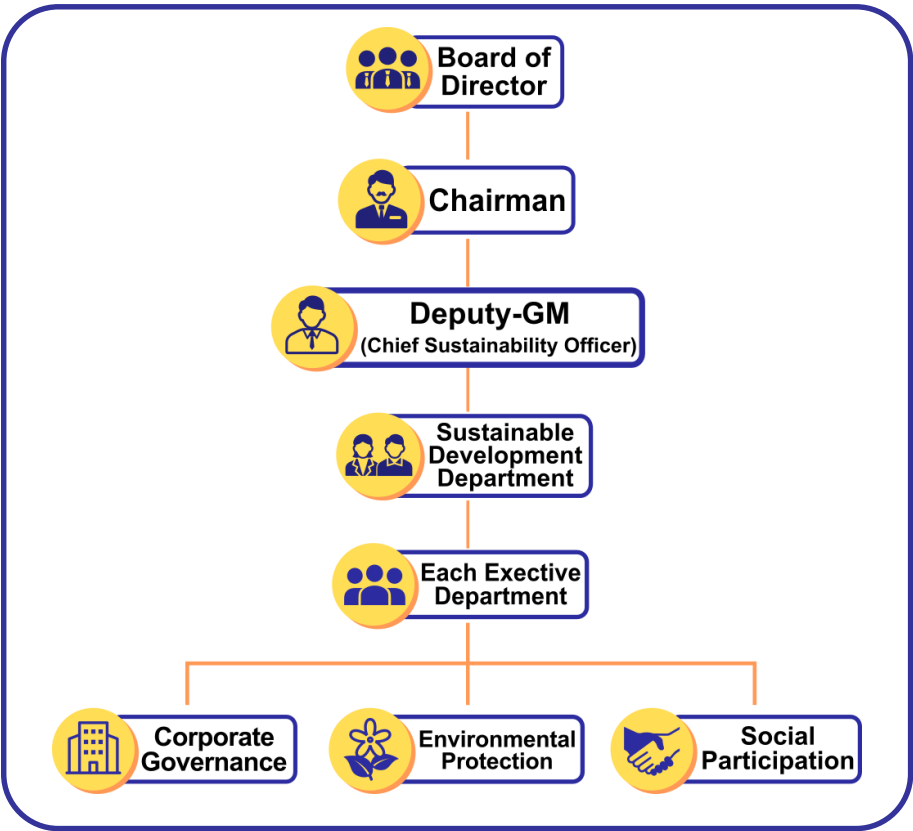
1. Sustainable Communication

- 1.1 Catcher' s Sustainable Development Management Mechanism
- 1.2 Identification and Communication
- 1.3 Analysis of Material Issues

1.1 Catcher 's Sustainable Development Management Mechanism

In 2014, Catcher established a CSR Team subordinate, which was renamed as Sustainable Development Department, to work in collaboration with personnel from various departments in the handling of sustainable-development-related matters. The Team is composed of members from Internal Audit Office, EHS, Human Resource Department, Strategic Procurement Department, Sales and Marketing Department, Investor Relations Department and Quality & Reliability Assurance Department, and who are collectively responsible for formulating sustainable development performance indicators. As part of its routine operations, the Team ensures that the expectations of stakeholders are appropriately fulfilled. The implementation projects and performance of material issues are regularly reported directly to the Chairman.

Catcher's Sustainability Organizational Chart



Catcher's Sustainable Development Department has formulated the " Social Responsibility Management Procedures," which outline the identification and management of significant issues and corresponding risks, as well as the implementation of the Responsible Business Alliance (RBA) management mechanisms. Through internal communication, education and training programs, regular meetings, and internal communication channels, Catcher strengthens employees' awareness of sustainable development, continuously optimizes labor, environmental, health and safety, and ethical control mechanisms. Furthermore, suppliers are informed of the RBA standards to ensure their inclusion in the company's scope of sustainable development.

Catcher conducts stakeholder surveys annually in accordance with the Global Reporting Initiative (GRI) to identify significant environmental, social, and governance issues. For each significant issue, risk identification, analysis, assessment, and management are carried out in accordance with the company's risk management requirements. The risk management report on significant sustainable development issues is reviewed and approved by the Chief Sustainability Officer before being submitted to the Board of Directors and disclosed in the sustainability report.



Catcher establishes appropriate governance architecture, formulates and reviews Sustainability policy and related management guidelines

Catcher' s CSR policy is disclosed on the official website, and CSR management review meetings are held on an annual basis to review CSR related issues, compliance of international standards- Responsible Business Alliance (RBA) requirements, and handling of appealing cases, changes in domestic and international laws, etc., and review the needs to adjust and change CSR policy, goals, and management guidelines.

Catcher' s Sustainability Policy

◆ Regulatory compliance

Comply with relevant regulations, and other related demands with Catcher' s agreement. We are persistence in our pursuit of legal profits and implementation of social responsibility.

◆ Environmental conservation

In order to achieve our goals of green corporation and sustainable development, Catcher is committed to cherishing the natural resources and reducing environmental impacts.

◆ Human-oriented management

Respect workers' rights and focus on workers' health & safety. We build a appropriate management system and working environment. Moreover, we take care of humanities and society.

◆ Advanced governance

Through continuous improvement of performance management, we strive to balance interests between all stakeholders, and create the best value of Catcher.

Catcher' s 10 Major Sustainability Principles

- ◆ Comply with laws and regulations and pursue reasonable profits.
- ◆ Create corporate value, maintain corporate transparency, ensure favorable corporate governance, and optimize shareholder interest.
- ◆ Practice integrity management, adhere to business ethics, and engage in fair competition.
- ◆ Respect human rights and basic labor principles, create a safe, healthy, harmonious, and fair workplace, and provide legitimate and reasonable salary and welfare systems.
- ◆ Protect the environment, conserve resources, and facilitate the sustainable development of the environment.
- ◆ Unite customers who are willing to make a difference, work together to invent outstanding products, and showcase the excellence of human craftsmanship.
- ◆ Encourage and reward innovation and R&D, and respect intellectual properties.
- ◆ Actively participate in governmental, social, and community events, establish favorable communication channels and interaction, and fulfill citizen responsibilities.
- ◆ Sponsor cultural, educational, and public welfare events, and encourage full employee participation.
- ◆ Integrate the principles and practices of CSR in supply chain management.



1.2 Identification and Communication



Catcher references the five key principles of AA1000 Stakeholder Engagement Standard included responsibility, influence, tension, diverse perspectives, and dependency, and then defines stakeholders as organizations or individuals who influence Catcher or are influenced by Catcher. Based on this definition, the CSR Team has identified the following major stakeholders: Employees, customers, suppliers, investors and shareholders, community residents, government agencies, non-profit/non-government organizations, and news media.

➤ Catcher’s Primary Stakeholders



Category	Importance	Main Responsible Units
Employees	Employees are the most important asset because the devotion and harmony of employees can influence the atmosphere and operating performance.	<ul style="list-style-type: none">Human Resource DepartmentEHS
Customers	The fundamental cause of normal operations and sustainable growth of Catcher is its customers.	<ul style="list-style-type: none">Sales and Marketing DepartmentQuality & Reliability Assurance Department
Suppliers	The various products and services provided by Catcher must rely on the cooperation of high quality Suppliers.	<ul style="list-style-type: none">Strategic Procurement Department
Investors & shareholders	Investors and shareholders who hold shares are the basis for the existence of Catcher.	<ul style="list-style-type: none">Investor Relations Department
Community residents	Catcher was founded in Tainan city and wants to do its best to give back to the local community.	<ul style="list-style-type: none">Human Resource DepartmentEHSCatcher Educational Foundation
Government agencies	Catcher is a legitimate company, so its conduct and deeds must meet the requests of the regulations.	<ul style="list-style-type: none">Human Resource DepartmentEHSInternal Audit Office
NPO/NGO	Catcher is willing to share the achievements with non-government organizations to expand its influence and assist social development.	<ul style="list-style-type: none">Human Resource DepartmentCatcher Educational Foundation
News media	The advice and suggestions of the news media can make Catcher find more defects and continue to work hard.	<ul style="list-style-type: none">Investor Relations Department

➤ Stakeholders and Their Communication Channels



To accurately identify the needs of our stakeholders, Catcher has established a suitable two-way communication channel through which to interact with stakeholders. Additionally, a Stakeholder section and CSR mailbox (csr@catcher-group.com) are provided on the Company's website. Through such diverse communication channels, Catcher can therefore adequately respond to sustainability issues that are of interest to stakeholders and gain a better understanding of their expectations. These insights will in turn serve as references for the sustainable management of Catcher.



Category	Communication Channels	Communication Frequency	Issue of Concerns	Communication Results
<div>  <p>Employees</p> </div>	Fan Page/Email/Bulletin Board	Aperiodically	<ul style="list-style-type: none"> Human Rights / Labor Rights Occupational Safety and Health Corporate Governance & Integrity Management and Against Corruption 	<ul style="list-style-type: none"> A total of 8 labor-management meetings were held in 2023. There were 71 employee grievance cases in 2023, all of which have been resolved. The satisfaction rate for training in 2023 was 94%. Communication and event information were announced on physical bulletin boards, the internal website, and the Facebook fan page.
	Employer-staff Meetings	Aperiodically		
	Employees Welf are Committee & Catering Committee	Aperiodically		
	Internal Website/ Complaint Mailbox	Aperiodically		
	Trainings	Aperiodically		
	Occupational Safety and Health Committee	Annual		
<div>  <p>Customers</p> </div>	Annual Report/ESG Report	Annual	<ul style="list-style-type: none"> Human Rights / Labor Rights Occupational Safety and Health Supply Chain Management Information Security & Privacy Protection Corporate Governance & Integrity Management and Against Corruption 	<ul style="list-style-type: none"> The customer satisfaction survey result for 2023 was 94.1. Improvements and responses were made based on deficiencies identified during customer audits. A contact window for immediate customer response and face-to-face communication was set up Convene impromptu meetings in case of unexpected situations.
	Email	Aperiodically		
	Web Meeting	Aperiodically		
	Official Website	Aperiodically		
	Client Audit	Aperiodically		



Category	Communication Channels	Communication Frequency	Issue of Concerns	Communication Results
 Suppliers	Annual Report/ESG Report	Annual	<ul style="list-style-type: none"> Supply Chain Management Information Security & Privacy Protection Corporate Governance & Ethical Management and Anti-Corruption 	<ul style="list-style-type: none"> Provide supplier consulting service on company's website Promoting corporate social responsibility and the Responsible Business Alliance (RBA) Code of Conduct to suppliers. Dedicated window handle procurement matters Holding supplier business review meetings Establishing anti-corruption reporting mailbox
	Phone	Aperiodically		
	Email	Aperiodically		
	Official Website	Aperiodically		
	Supplier Evaluation & Audit	Annual		
 Investors & shareholders	Annual Report/ESG Report	Annual	<ul style="list-style-type: none"> Energy Management Talent Recruiting & Talent Retention Supply Chain Management Corporate Governance & Ethical Management and Anti-Corruption 	<ul style="list-style-type: none"> Held 51 investor briefings in 2023. Resolved significant company matters through shareholder meetings. Disclosed major operational and financial information via the stock exchange and company website. Issued press releases to communicate company operations or event information. Appointed dedicated personnel to handle investor inquiries regarding shareholder services. Actively participated in domestic and international investment institution seminars and investor forums.
	Shareholders Meeting	Annual		
	Investor Conference	Aperiodically		
	Market Observation Post System	Aperiodically		
	Official Website	Aperiodically		
	Investor Relations Hotline and Email	As required		



Category	Communication Channels	Communication Frequency	Issue of Concerns	Communication Results
 Community Residents	Phone	As required	<ul style="list-style-type: none"> Waste Management / Circular Economy Management of Product Hazardous Substances 	<ul style="list-style-type: none"> Participating in community activities for engagement
	Fan Page	Aperiodically		<ul style="list-style-type: none"> Providing a dedicated email address for corporate social responsibility inquiries, managed by designated personnel
	Official Website	Aperiodically		<ul style="list-style-type: none"> Visiting local community leaders, residents, schools, and underprivileged groups near the facility
	Corporate Social Responsibility Hotline and Email	As required		<ul style="list-style-type: none"> Attending community meetings and sponsoring local events
 Government Agencies	Annual Report/ESG Report	<i>Annual</i>	<ul style="list-style-type: none"> Talent Recruiting & Talent Retention Information Security & Privacy Protection Corporate Governance & Ethical Management and Anti- Corruption 	<ul style="list-style-type: none"> Disclosing information on the company website in accordance with government regulations
	Official Website	Aperiodically		<ul style="list-style-type: none"> Accompanying government officials for on-site audits as needed
	Participate in Sessions & Seminars	Aperiodically		<ul style="list-style-type: none"> Regularly confirming updates to various regulations and compliance status
	Phone	Aperiodically		<ul style="list-style-type: none"> Periodically compiling and reporting relevant company data
	Email	As required		<ul style="list-style-type: none"> Participating in government-sponsored projects or briefing sessions as needed
	In-Person Visit	As required		<ul style="list-style-type: none"> Implement related matters in accordance with government regulations Deliver information through official letters and documents

Category	Communication Channels	Communication Frequency	Issue of Concerns	Communication Results
 NPO/NGO	Participate in Sessions & Seminars	Aperiodically	<ul style="list-style-type: none">■ Social Welfare■ Sustainable Vision and Strategy / Key Issues■ Information Security & Privacy Protection■ Corporate Governance & Ethical Management and Anti-Corruption	<ul style="list-style-type: none">■ Providing irregular sponsorship for various projects and events
	Email	Aperiodically		<ul style="list-style-type: none">■ Participating in seminars and activities organized by NPOs/NGOs as needed
	Phone	Aperiodically		<ul style="list-style-type: none">■ Offering workplace suitability visits for students from schools in the Tainan area (from high school to graduate school)
	In-Person Visit	As Required		<ul style="list-style-type: none">■ Providing opportunities for industry-academia collaboration and exchange with universities and colleges
 News Media	Annual Report/ESG Report	Annual	<ul style="list-style-type: none">■ Energy Management■ Supply Chain Management■ Corporate Governance & Ethical Management and Anti Corruption	<ul style="list-style-type: none">■ Regularly issuing revenue news releases each month.
	Press Release	Aperiodically		<ul style="list-style-type: none">■ Holding press conferences or issuing press releases to explain future developments
	Press Conference	Aperiodically		<ul style="list-style-type: none">■ Providing spokesperson contact information for unified responses to media inquiries.
	Hotline & Email of Spokesperson	Aperiodically		<ul style="list-style-type: none">■ Welcoming interviews and feature stories from journalists.



1.3 Analysis of Material Issues

To better understand the perspectives of various stakeholders, Catcher continuously communicates with them through various channels. We also refer to the latest edition of the GRI Standards (2021) for significant topics and considerations, taking into account the context of Catcher's sustainable development. After discussions with internal and external experts, we have preliminarily identified 13 sustainability issues across the three dimensions of environment, social, and governance.

We conducted a questionnaire survey to identify the level of stakeholder concern regarding the sustainability issues. A total of 168 questionnaires were collected. In addition, Catcher's senior management and the Sustainable Development Department jointly evaluated the impact of each ESG issue on the company's operations.

➤ Analysis of Material Issues



1 . Understanding Organizational Path

- Identify Stakeholders: Based on the principles of dependency, responsibility, influence, diversity of perspectives, and tension, we have defined eight major stakeholder categories.
- Identify Sustainability Issues: We primarily based our assessment on the GRI Standards considerations and also referenced frameworks such as TCFD, CDP, SASB, and RBA. We collected information on issues that reflect Catcher's economic, environmental, and social impacts, as well as those that influence stakeholder assessment and decision-making. We integrated and summarized these issues into 13 ESG topics and conducted impact assessments.



2 . Identifying Actual and Potential Impacts

Each year, based on the impacts of operational activities, industry types, and value chains, we conduct a questionnaire survey among internal and external stakeholders. This serves as a communication channel for stakeholder engagement, helping us understand the level of concern regarding various issues—both positive, negative, potential, and actual—related to ESG topics, and to assess their importance. A total of 168 valid questionnaires were collected.



3 . Assessing Significance of Impacts

Catcher's senior management and the Sustainable Development Department analyzed the impact of each ESG issue on the company's operations based on the sustainability vision, international regulations, and current trends.

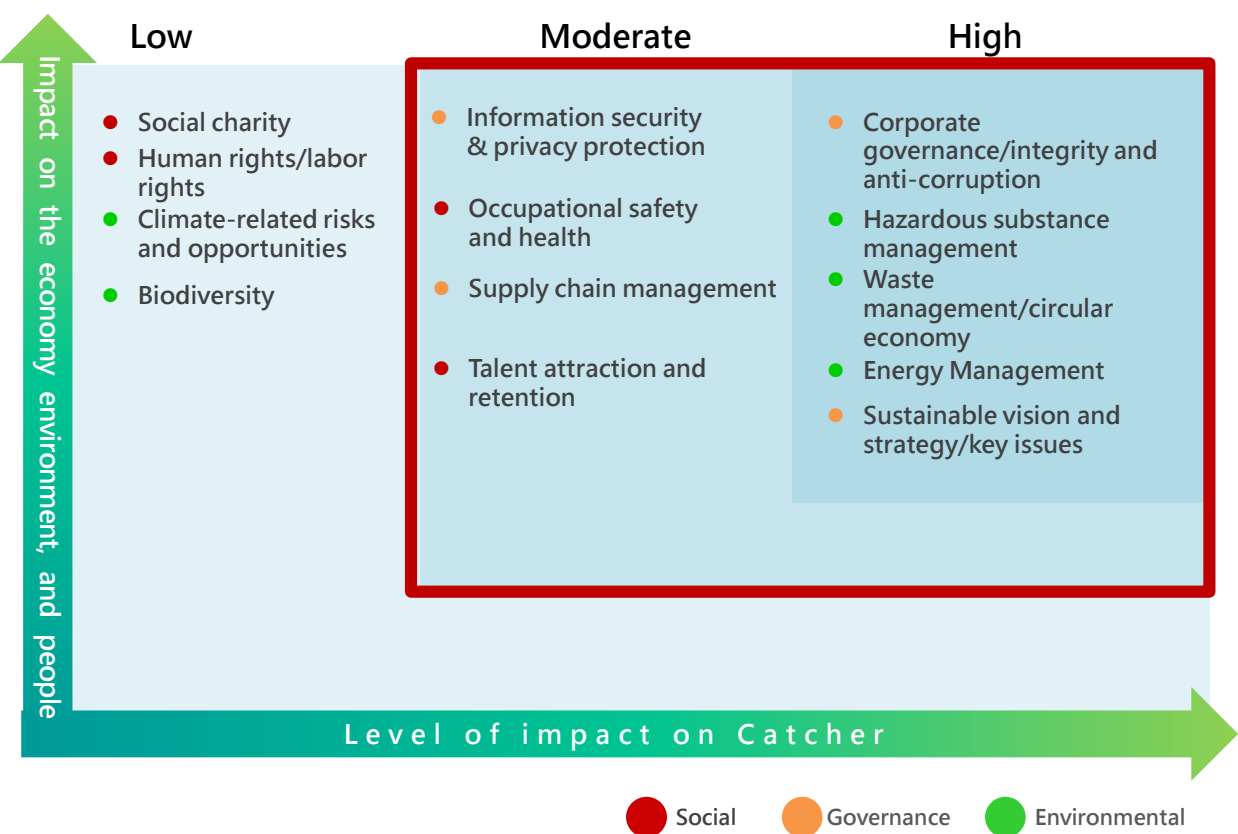


4 . Reporting on Significant Impact Issues

Based on the combined scores of stakeholder concern and the impact on the company's operations, the senior management and the Sustainability Department selected 9 significant issues to be disclosed in the 2023 sustainability report, corresponding to the significant considerations in the GRI Standards. We will respond to and communicate with stakeholders through our official website and the sustainability report.

Catcher’s Material Issues in 2023










Catcher can compile a list of 13 sustainability issues of interest to stakeholders, through the participation of various stakeholders and joint discussions between senior executives and the Sustainability Development Department. Based on governance, social, and environmental aspects, the 9 most significant sustainability issues with the greatest impact are identified as the foundation for writing the report, fully disclosing their management practices and performance results.



In response to the aforementioned issues, Catcher presents the value chain it encompasses in the sustainability report, based on their impact and implications for both internal and external aspects of the organization, and corresponds to the United Nations Sustainable Development Goals (SDGs). The value chain is disclosed and addressed in the sustainability report according to the principles of significance and comprehensiveness, as shown in the following table.



➤ Materiality Analysis Results of Catcher

Issue Dimension	ESG Issues	Mapping against GRI Standards	Corresponding Sections	Value Chain Impact Boundary			Financial Impact			Sustainable Development Goals (SDGs)
				Upstream	Operations	Downstream	High	Medium	Low	
Governance	Corporate Governance/Integrity and Anti-Corruption	Anti-Corruption	2.5 Integrity and Practicality		●	○			V	
	Sustainable Vision and Strategy	Declarations on Sustainable Development Strategies & Policy Commitment	Management's Statement 1.1 Sustainable Development Management Mechanism		●				V	
	Information Security & Privacy Protection	Clients' Privacy	2.4 Customer Service 2.5 Integrity		●	●		V		
	Supply Chain Management	Supplier Social Assessment	2.6 Sustainable Operations Management	●	●	○		V		
Social	Occupational Health and Safety	Occupational Health and Safety	3.4 Safety and Health Control		●				V	
	Talent Recruiting & Talent Retention	Labor Relations	3.1 Labor Relations Building		●				V	
Environment	Hazardous Substance Management	Wastewater and Waste	2.4 Customer Service 4.4 Environmental Mitigation	●	●	○		V		
	Waste Management /Circular Economy	Wastewater and Waste	4.4 Environmental Mitigation		●	○		V		
	Energy Management	Energy	4.3 Greenhouse Gas Control & Energy Management		●	○		V		

Note 1: Definitions on Boundaries and Value Chain: ●Direct/○Indirect.

Note 2: Definition Financial Impact: "High" if the probability of occurrence for the organization/business is > 80%; "Medium" if the probability of occurrence for the organization/business is > 50%; "Low" if the probability of occurrence for the organization/business is < 50%.



2. Corporate Governance

- 2.1 About Catcher
- 2.2 Responsible Governance
- 2.3 Technological Innovation
- 2.4 Best Customer Service
- 2.5 Ethical Management
- 2.6 Stability and Sustainable Operation



2.1 About Catcher

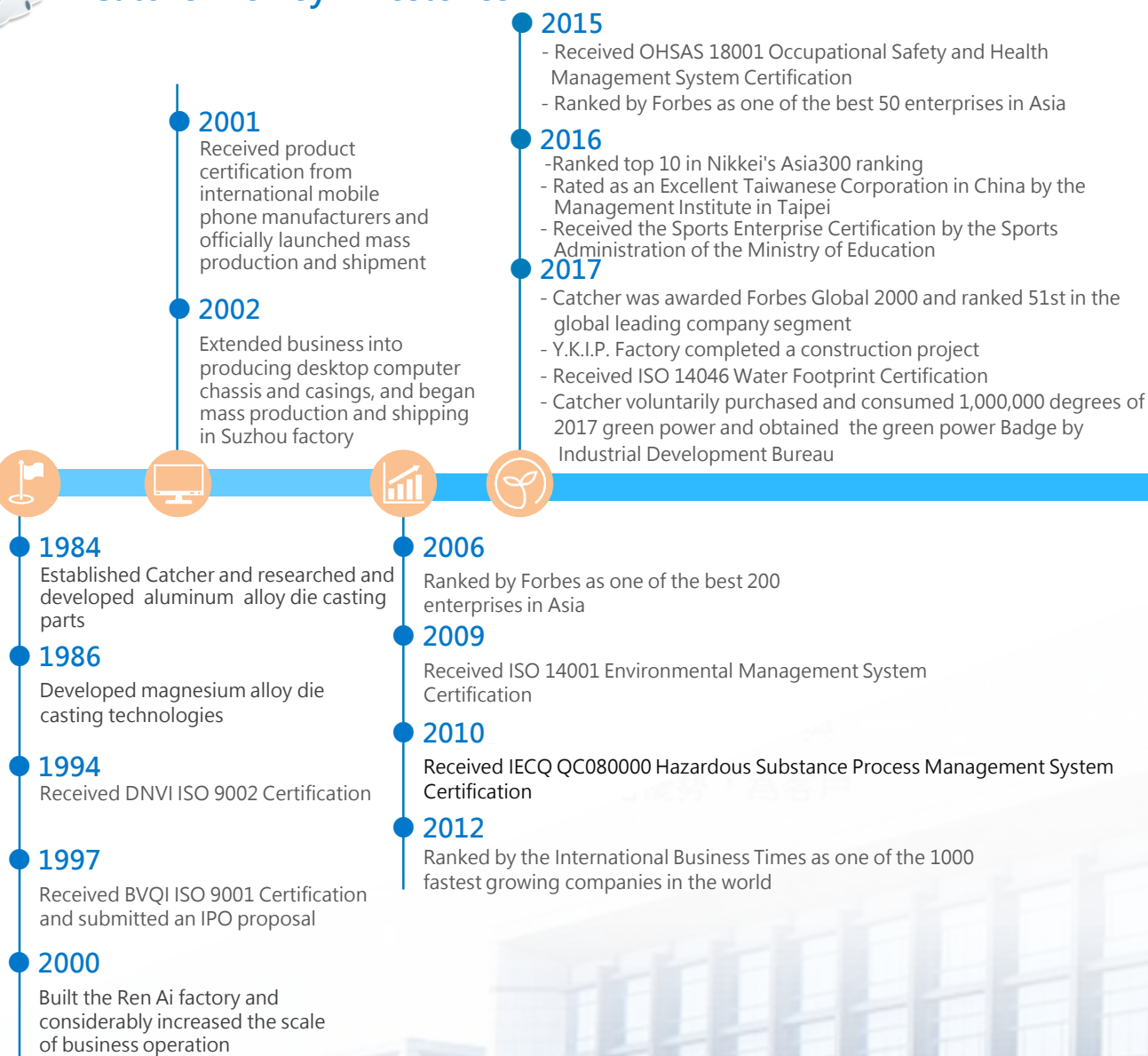
Catcher Technology Co., Ltd.

Address of Headquarters	➡ No. 398, Ren Ai Street, YungKang Dist, Tainan City
Paid-in Capital	➡ NT\$ 6,803,641 thousand
Primary products and services	➡ Casing and Internal Components
Sales Region	➡ Domestic sales (1.63%) and overseas sales (98.37%, including Asia and America)
2023 Net Sales	➡ NT\$ 18,073,884 thousand
2023 Production Capacity	➡ 19,300 thousand units
2023 Production Output	➡ 14,049 thousand units
Total number of employees in Taiwan	➡ 2,672ppl(Data as of December 31, 2023)





Catcher's Key Milestones



2020

- HBR ranks Catcher' s President to be the Champion of "Top 100 Taiwan CEO"
- Awarded "Sports Corporate Certificate" by the Sports Administration, MOE in 3 Consecutive years
- Entered into the Memorandum of Cooperation with the Education Bureau, Tainan City Government for the progress in the Calculation Way of Thinking Promotion Program

2021

- ITRI and Catcher collaborated on a next generation integrated electrosurgery system and a precision dual mode system for minimally invasive surgery
- Received ISO 13485 Medical Devices Quality Management System Certification
- Signed a Memorandum of Cooperation with Bureau of Education, Tainan City Government to promote the computational thinking project in 3 consecutive years

**2018**

- Catcher ranked 24th in Forbes Top 100 Digital Companies, 1st among Taiwanese companies
- Catcher' s 1st and 2nd plants in Tainan Technology Industrial Park have passed the Cleaner Production Assessment hosted by Industrial Development Bureau, MoEA
- Twice awarded sport enterprise certificate by Sports Administration, MoE

2019

- The consolidated revenue of the Group reached NT\$91.6 billion, higher than NT\$90 billion for three consecutive years
- The award of the Best Electronics Manufacturing Company granted by Global Brands
- Nomination of the National Sustainable Development Award
- Ranked as Top 20 Happiness Enterprises in the Technology Industry Rated by 1111 Job Bank
- Signed a Memorandum of Cooperation with Bureau of Education, Tainan City Government to promote the computational thinking project of primary school students
- Received ISO 45001 Occupational Safety & Healthcare Management System Certification

**2022**

- Catcher's Chairman was ranked 7th in the "Top 100 Taiwan CEOs" by Harvard Business Review.
- Catcher was once again included in the "FTSE4Good Emerging Markets Index" and the "Taiwan Sustainability Index. "
- In the "8th Corporate Governance Evaluation," Catcher was ranked in the top 21-35% of listed companies, achieving its best performance in six years.

2023

- Catcher Technology Co., Ltd. has been selected again as a constituent stock of the FTSE4Good Emerging Index and FTSE4Good TIP Taiwan ESG Index.
- The 9th Corporate Governance Evaluation Results: Rank Top 21% to 35%.
- The Company signed a MOU (Memorandum of Understanding) with Bureau of Education, Tainan City Government on the promotion of Computational Thinking, and has collaborated for 5 years.



➤ Global Locations

As an industry leader, Catcher specializes in the production and development of casings and internal components. With its integration of core technologies and manufacturing processes, the Company has the capability to produce world-class products and provide total solutions to satisfy customers’ needs worldwide, as well as to major domestic and foreign manufacturers. In addition to its Ren Ai Headquarters in Tainan, the Company has also established manufacturing facilities in various locations like the Tainan Technology Industrial Park, Yongkang Technology Industrial Park, and China to achieve optimal distribution.

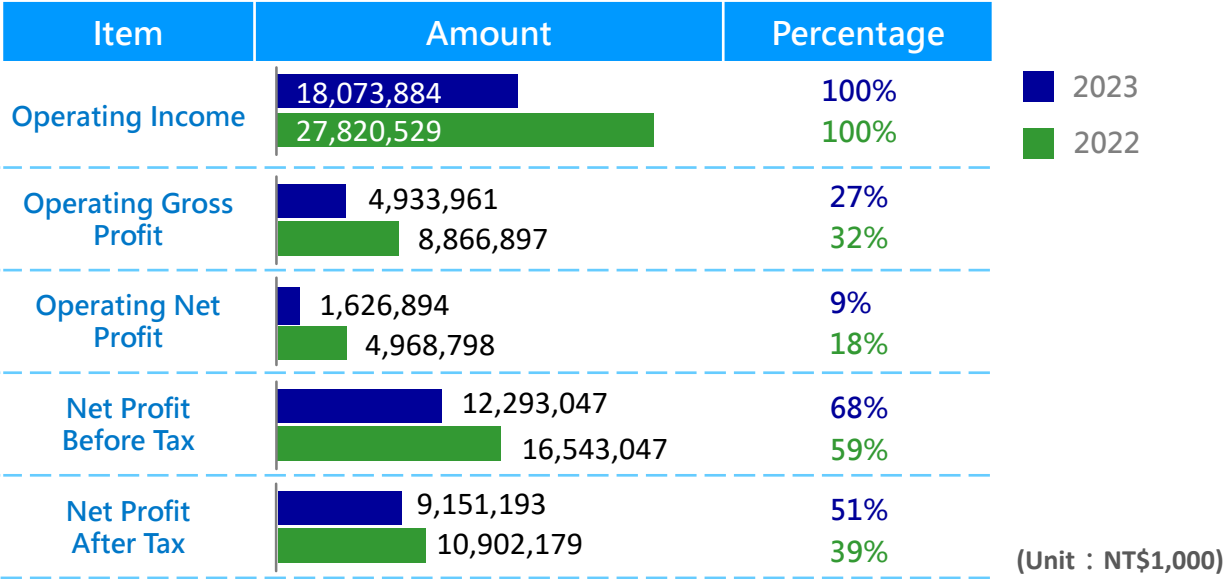


▲ Catcher’s Global Locations

➤ Operational Performance

In a rapidly changing market such as the electronic information industry, product life cycle is dependent on key innovation technologies and prospect management capabilities in order to meet customer expectations and enhance financial performance. In 2023, influenced by geopolitical turmoil, supply chain constraints, high inflation, global economic downturn, and weak end-demand, Catcher Group managed to mitigate the impact through flexible management and maintain operational stability. Crediting the dedication of its employees, the Group consolidated revenue in 2023 was NT\$18.074 billion, and Gross Profit Margin (GPM) reached 27.3%. Net profit for owners after tax was NT\$9.151 billion, with basic earnings per share of NT\$13.33.

◆ Business Achievement (Group)



◆ Profitability (Group)

Item		2023	2022
Return on Assets (ROA)		4%	5%
ROE(Return On Equity)		6%	7%
Paid-up Capital Ratio	Business Income	24%	70%
	Net income before tax	181%	232%
Net profit rate		51%	39%
Surplus per share (NT\$)-Base		13.33	15.14

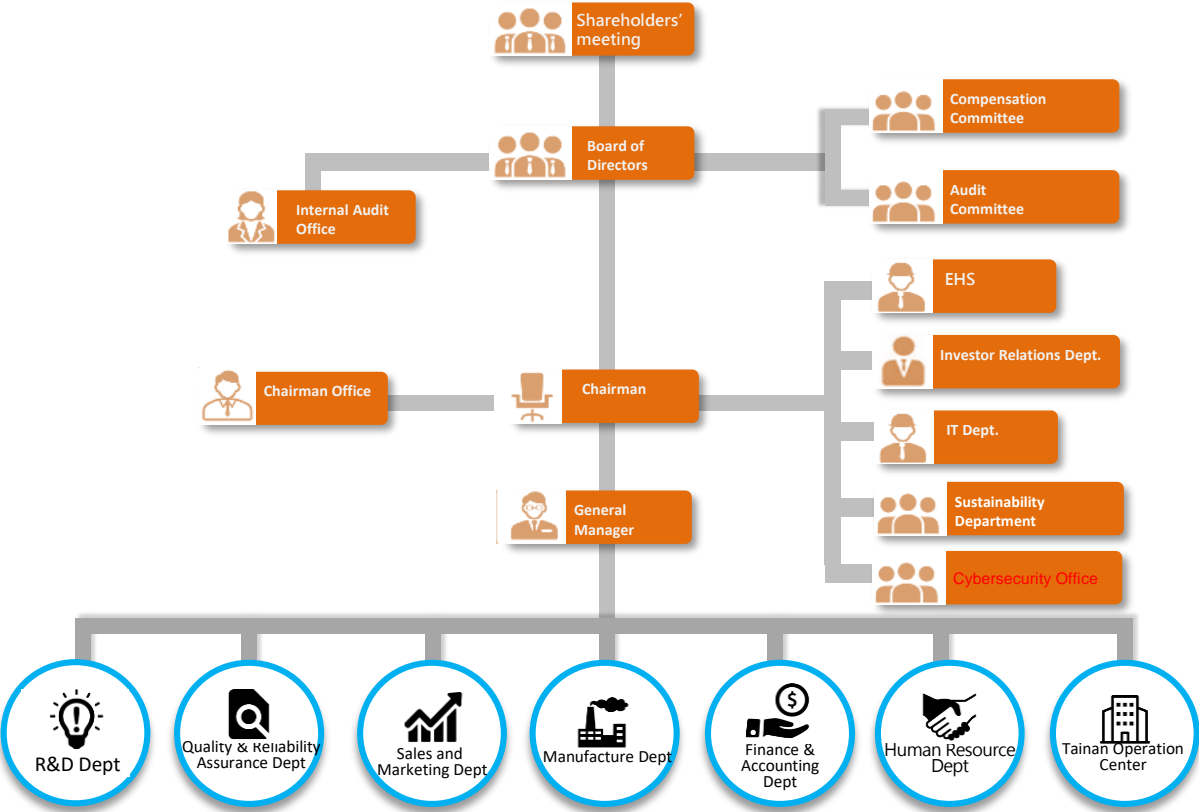
Please review Catcher’ s 2023 Annual Report for details on financial information on our Company website:
http://www.catcher-group.com/tw/investor_financial_psc.aspx



2.2 Responsible Governance

Catcher pays attention to business transparency as well as instant and consistent information disclosure. In addition to disclosing relevant information on the Market Observation Post System (MOPS) as mandated by the stock exchange, the Company has also established website available in Simplified Chinese, Traditional Chinese, and English, where financial report, management, corporate governance, CSR, investor conference, and other operation related information are disclosed periodically or non-periodically to provide a reference for domestic and foreign investors. The Company has appointed a spokesperson, acting spokesperson, and investor relations service providers, all of whom are responsible for communicating issues of concern to stakeholders via postal mail, telephone, or email.

In accordance with the Company Act, the Securities and Exchange Act, and other relevant laws and regulations, Catcher has established a sound and efficient Board of Directors responsible for ensuring that each and every department of the Company performs its roles and duties. This facilitates the creation of a favorable governance framework for elevating the Company's business operation performance.



Organization Chart



➤ Chairman office	Legal affairs and intellectual property rights, transformation strategies, company outbound investment
➤ R&D Dept.	Research and development of advanced technologies, development of process technologies
➤ Quality & Reliability Assurance Dept.	Product quality inspection and assurance
➤ Sales and Marketing Dept.	Brand management, market research, business promotion and customer service
➤ Manufacturing Dept.	Manufacturing and processing of casings and internal mechanical parts
➤ Finance & Accounting Div.	Financial accounting, investment planning, stock affairs management
➤ Human Resource Dept.	Human resource management and organizational development
➤ Tainan Operation Center	Group material planning, supplier resource management, formulation of business management information and indicators, and follow-up assessment
➤ Internal Audit Office	Internal audit and operation procedure management
➤ EHS	Safety and environmental inspection in the factory
➤ Investor Relations Dept.	Shareholders and investors communication and relationship maintenance
➤ IT Dept.	Group information system maintenance, information security management and implement various information and communication security management requirements
➤ Sustainability Department	Plan and promote sustainable development action plans, and participate in corporate social responsibility work.
➤ Cybersecurity Office	Promoting and implementing the group's cybersecurity initiatives and culture.

The election of directors follows the candidate nomination rules. The directors are elected from among the candidates at the shareholders' meeting. The Chairman of the Board acts as the external representative of Catcher. There are a total of seven current board members. Board meetings are held at least once every quarter. Unless otherwise provided for under the Company Act, resolutions of the Board of Directors are adopted by a majority of the directors at a meeting attended by a majority of the directors. In 2023, the board held a total of six meetings, with an average attendance rate of 90.48% among the directors.

Catcher selects directors by conducting the professional standards in compliance with regulations. Occasionally, the Company also holds continuing education courses for directors to educate them on business, finance, and stock affair policies, laws and regulations, and professional knowledge. The Company hopes to perfect management decisions and enhance governance quality through the experience and professionalism of its directors. For background information, educational and professional experiences, age distribution, other concurrent positions held by board members, and records of relevant education and training, please refer to the 2023 Annual Report:

http://www.catcher-group.com/tw/investor_financial_psc.aspx

Every year, the Board of Directors will convene a shareholders' meeting at least once within 6 months after the end of the fiscal year, and when necessary, it will hold extraordinary general meetings of shareholders in accordance with the provisions provided under the Company Act. Unless otherwise regulated by the Company Act, a shareholders' meeting resolution is passed when more than 50% of all outstanding shares are represented in the meeting, and voted in favor by more than 50% of all voting rights represented at the meeting.

Catcher acknowledges the importance of conflicts of interest. A system requiring recusal due to conflict of interest is established in the Board of Directors Meeting Rules, mandating that if a conflict of interest exists for a director or the legal person they represent with regard to a specific matter on the agenda, then the director may not take part in the discussion and voting. The shareholders' meeting also operates in accordance with Article 12 of the Shareholders' Meeting Rules, which states that a shareholder who has a personal interest in the matter under discussion at a meeting, and which may impair the interest of the Company, may not participate in voting nor exercise their voting right on behalf of another shareholder.

The Compensation Committee and Audit Committee established under the authorization of the Board of Directors to assist the Board with the exercising of its functions and duties. The organizational rules for the aforementioned two committees have been approved by the Board of Directors and are regularly reported to the Board. With an independent system of operation, the Board serves to improve the Company's governance capabilities. The status of operations is regularly disclosed on Catcher's annual report. Please refer to the 2023 Annual Report for details on the status of the corporate governance operations of the Board of Directors, shareholders' meeting, and committees:

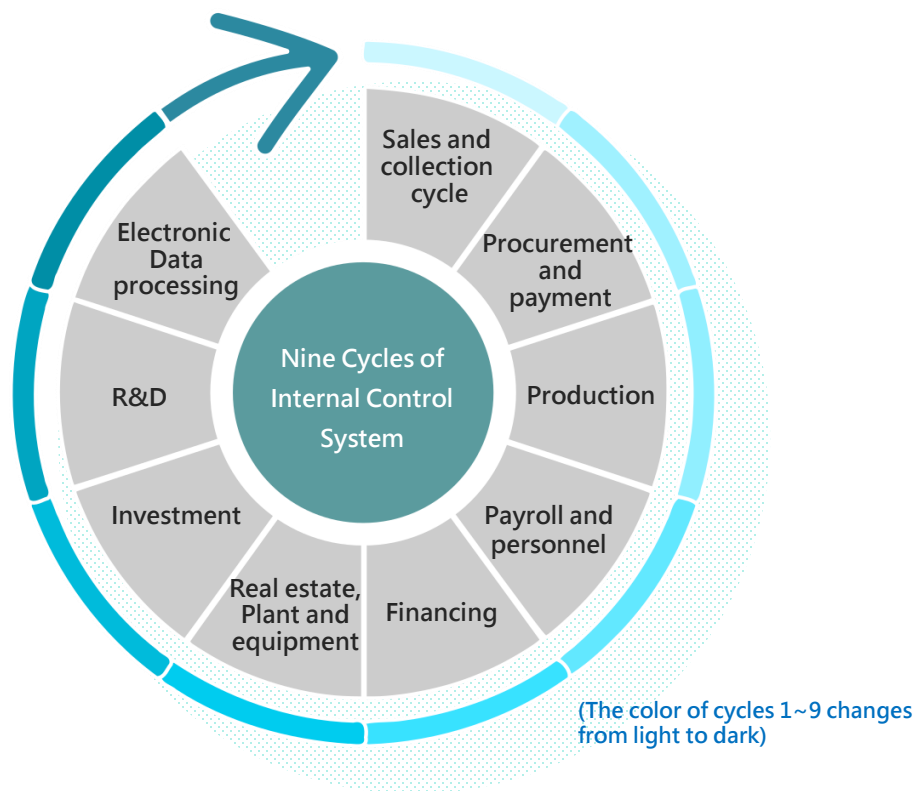
http://www.catcher-group.com/tw/investor_financial_psc.aspx.



In addition, to ensure the effectiveness and performance of the implementation of the corporate policies and system, the correctness and reliability of the internal reports, the compliance of laws and regulations, and the security and effective use of corporate resources and property, Catcher follows “Standards for Publicly Held Companies to Internal Control Systems” to determine whether the design of internal control is proper and the implementation is useful.

Catcher’s Internal Audit Office does review and formulate an annual audit plan based on the results of the risk assessment every year, including the 9 cycles of the internal control system: (1) Sales and collection cycle, (2) Procurement and payment cycle, (3) Production cycle, (4) Payroll and personnel cycle, (5) Financing cycle, (6) Real estate, plant and equipment cycle, (7) Investment cycle, (8) R&D cycle, and (9) Electronic data processing cycle. Internal Audit Office has formulated a check list of anti-corruption and preventable & controllable management mechanism to identify the potential operational risks as soon as possible, thereby expanding the depth of internal audit and enhancing the effectiveness and value of the audit.

▼ Nine Cycles of Internal Control System

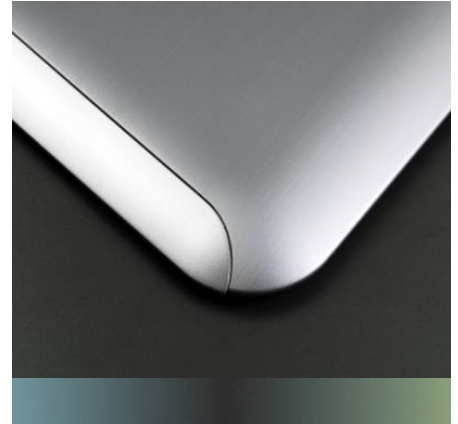


To further improve Catcher’s operational performance, Cather has invested significantly on AUTO Production & Process for years, with which significant contribution generated in recent years. Catcher also optimizes Human Resource actively, reserves energy for development, keeps expanding applied markets for core products and technology, scaling up client bases, increase product categories to improve base for energy in near future. Catcher considers “Technological Innovation, Best Customer Service, Honesty, Sustainable Operation” as its highest business philosophy. We expect all of our employees to uphold these philosophies in resource allocation and management in order to exceed customer expectation and create greater value for Catcher. Regarding the four major aspects of the Company’s business philosophy, the relevant management and implementation outcomes are described in Chapters 2.3–2.6.:

2.3 Technological Innovation

➤ Technology Research and Development

As a global leader in light-metal technology, Catcher has been active in the fields of basic material science, surface physics, and chemical processing for years. This enables Catcher Technology Co., Ltd. to be a company that provides most comprehensive range of materials and modern manufacturing techniques. The Company relies on its core advantages in material science, precision manufacturing, and surface treatment to integrate key technologies and processes, coupled with highly flexible customization, automated production, efficient execution, and mass production capabilities, to provide a full range of total solutions. The metal materials, including aluminum, magnesium alloy, titanium, stainless steel and other metals, can all be effectively mastered and applied to the design and manufacture of various mechanical components. The Company strives to develop high-end, specialized and differentiated products to meet the increasingly diverse innovation needs of customers.



Catcher's R&D team work together with customers at the forefront stage of product development, whether it is existing orders of information and communications product, or orders of new developed medical or semiconductor products, to accurately grasp the right customer expectations on products. On the one hand, during the manufacturing R&D, the Company develops special processes and technologies, which perfectly integrates them with existing manufacturing process, and uses integrated molding methods to create products with both special surfaces and high texture. On the other hand, the Company also strives to comply with the relevant international initiatives on greenhouse gas reduction and increasing the proportion of renewable energy, and gradually implements carbon reduction goals.

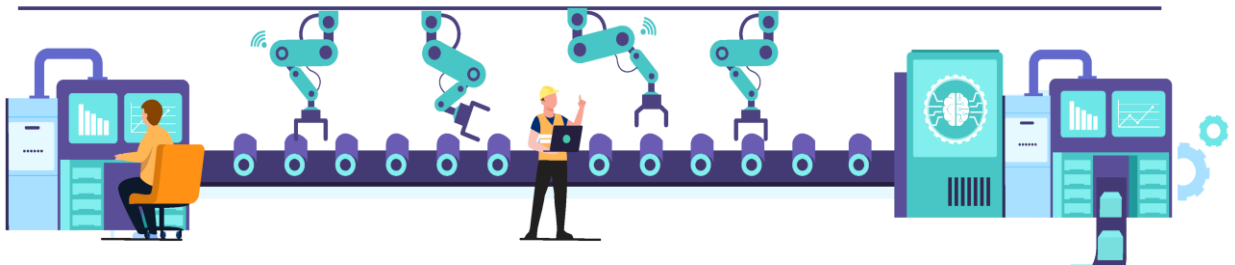
In 2023, Catcher invested NT\$ 1,248,355 thousand in R&D, while enhancing its personnel's level of education as a way of prioritizing R&D. Catcher's current research and development cover various materials and the relevant manufacturing processes. The materials include special aluminum alloys, magnesium alloys, stainless steel, carbon (glass) fiber, plastics, powders, superelastic shape memory alloys, carbon fiber composite plates and other metals, while the manufacturing processes cover laser engraving/seamless welding, metal/plastic integrated injection molding and coating, etching /multi-color anodizing, and high-precision large metal casing extrusion.



Product & Process with success of development in recent years



As a market leader in the industry, Catcher is moving toward smart manufacturing by expanding the applications on different materials and special/composite materials such as high strength, high toughness, low electromagnetic shielding and high radio frequency penetration, and uses diversified secondary processing and surface treatment methods to develop products of high-precision, high value and high-volume production.



➤ Intellectual Property Rights

Catcher regards "technological innovation" as a key factor for sustainable business and an essential corporate philosophy. To achieve this, substantial human resources and resources are invested each year in the research and optimization of process technologies, and the effectiveness of research and development is measured by intellectual property rights. To protect Catcher's operational autonomy and strengthen its competitive advantage, as of December 31, 2023, a total of 30 global patents are in force, providing strong intellectual property protection for Catcher and its customers.

In addition to managing and safeguarding the company's intellectual property rights, Catcher also follows regulatory requirements and respects the intellectual property rights of customers, suppliers, and stakeholders to avoid any infringement concerns. For this purpose, the company has formulated the "Intellectual Property Management Operating Procedure" to specify the responsibilities of intellectual property management, ownership of intellectual property rights, application and review process, application and maintenance, inventors' obligations, reward principles, trademark and copyright management, and implementation norms and requirements for trade secrets. Regular reports on the execution of intellectual property management are also submitted to the Board of Directors.

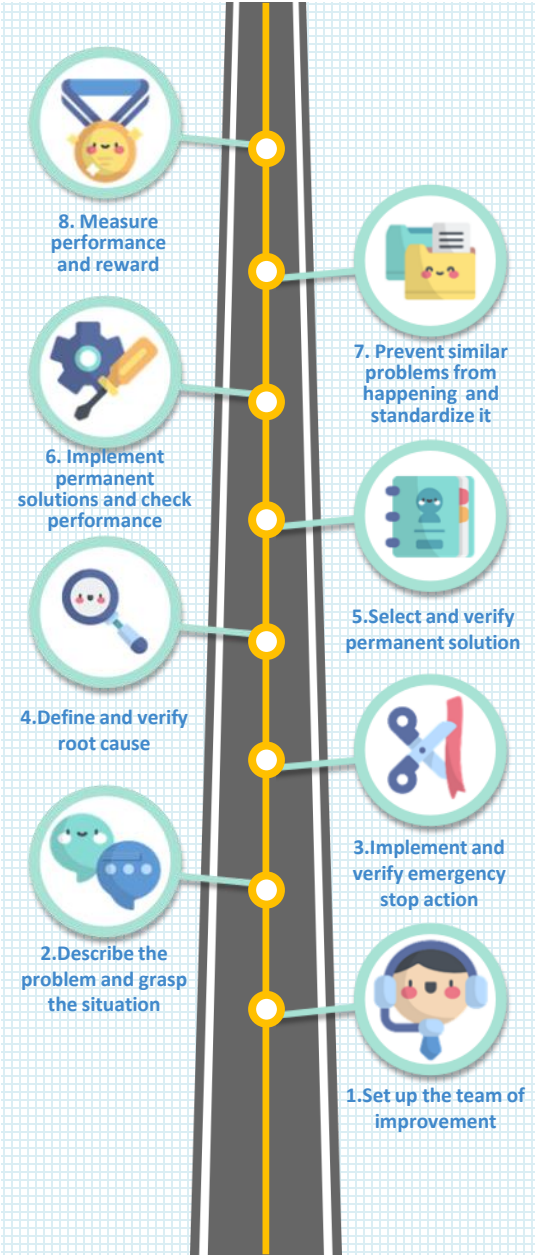
As Catcher's operational model primarily involves accepting customer orders, the protection of customer patents and trade secrets is highly valued. In addition to having personnel sign confidentiality agreements upon employment, the company incorporates trade secret control and confidentiality issues into new employee education and training, regular training, and promotion to enhance awareness of trade secret confidentiality among all colleagues. Catcher has obtained ISO 27001 Information Security Management System certification, and follows this international standard and specification to adopt appropriate management mechanisms to ensure there are no concerns regarding trade secret leakage.

2.4 Best Customer Service

➤ Customer Relations

Catcher is the leading brand in providing total mechanical part solutions to iconic customers of the international electronics industry. With diversified materials, comprehensive processes, innovative designs, excellent process technology, complete vertical integration, leading automation capabilities, and the optimal cost, we’ ve got multiple advantages, and grasped customer needs and product development trends. So we can continuously deliver products and results that satisfy customers. In 2023, Catcher actively explored new markets and customers in its business, demonstrating the operating advantages as the leading manufacturer in the industry.

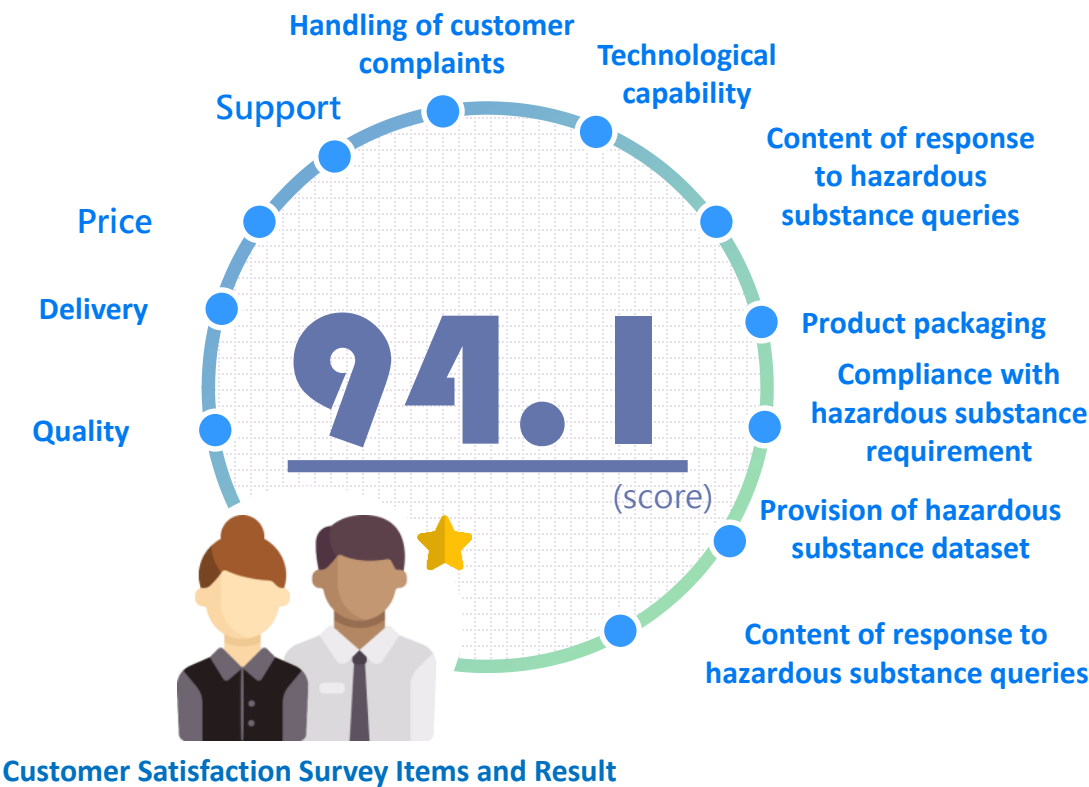
To provide the best quality and services to our customers, Catcher manages its quality by obtaining ISO9001 Quality Management System certification and customer requirements and quality standard to establish key performance indicators on an annual basis. Additionally, Catcher regularly convenes management review meetings and ensures that employees of all departments, including manufacturing, administration, and sales, comply with quality requirements. In terms of service management, Catcher as a customer relation management procedure in place to facilitate effective and flexible communications during the order processing and order delivery processes. In addition to sales personnel providing customers with instant feedback and face-to-face communication, web pages as consulting service platform are available, in hopes of rendering diverse range of convenience services. When customer complaints/appeals are received, Catcher is able to immediately ascertain the reason of complaint and relevant information such as non-conforming items and quantity and expected outcomes, notify the Quality & Reliability Assurance Department to make a response at the first instance, and when necessary set up a team to strengthen control or conduct investigations in person. Subsequently, internal responsibilities are determined, and actions are taken by the Quality & Reliability Assurance Department and production line defect unit to put an emergency stop to the production line and implement improvement measures. Involved units are tracked to monitor the effectiveness of the improvements, and necessary information is documented and archived to prevent similar problems from happening in the future. This series of steps is aimed at elevating product quality and protecting the company's reputation.



▲ Operational processes of customer complaint

Catcher attaches a high level of importance to customer service, which is evident by its constant communication with customers during daily operations. At the end of the year, we also conduct customer satisfaction surveys to collect information serve as a reference for improving the future operations and management practices of Catcher. Any deficiencies identified by customers are used as the basis for formulating corresponding improvements, reflections and analyses, and improvement strategies. If a customer requests a product return within a specific timeframe, we will accommodate their needs accordingly. If there are no special requests, we will complete the process within 7 days and provide daily email updates to the highest-level management and relevant personnel.

According to statistics, in 2023, Catcher achieved an average customer satisfaction score of 94.1, with no incidents of product recalls or customer rights being compromised due to quality issues. Additionally, there were no violations of customer privacy or incidents of identified data breaches, theft, or loss of customer information. This reflects Catcher 's commitment to customer service and the effectiveness of our efforts on service improvement.

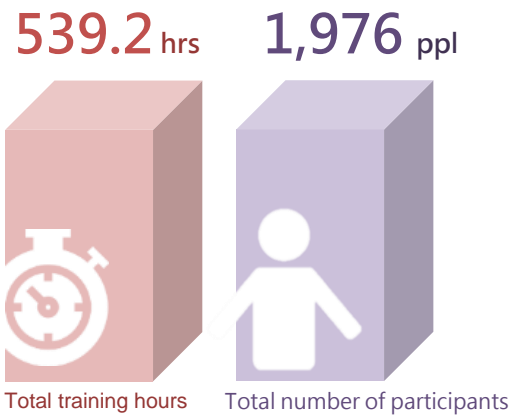


In addition to solidifying its market leadership, Catcher is also pursuing a diversified strategy by focusing on high-growth, high-profit, and high-barrier industries, such as medical devices and semiconductor equipment components. By leveraging its existing core competencies, Catcher aims to cultivate expertise in these specialized fields. After years of steady progress, Catcher now possesses the key capabilities required for entering high-end medical devices and semiconductor equipment components, including innovative research and development applications and smart manufacturing management. In recent years, the Company established Catcher Medtech Co., Ltd. to drive business initiatives and integrate related investments. It has collaborated with the Industrial Technology Research Institute to develop a minimally invasive surgical system and has obtained ISO 13485 certification for its medical device quality management system. While pursuing internal organization growth, Catcher will also continue to seek long-term partners and investment acquisition opportunities both domestically and internationally, advancing simultaneously in new fields such as healthcare and semiconductors.

Catcher adheres to international regulations, customer specifications, and environmental laws by establishing management procedures and operating guidelines for restricted hazardous substances. We promptly update our hazardous substance management standards and regularly review the management status within the facility. Additionally, the concept of controlled environmental substances is incorporated into the training and education for both new and existing employees. Meanwhile, suppliers are required to ensure that no environmentally harmful substances are used, in addition to meeting customer requirements, and to minimize the impact on the environment as much as possible.

➤ 2023 Quality Management Training Results for Catcher’s Taiwan Facilities

Training Course List
(1) Quality and Management of Restricted Hazardous Substances for New Employees
(2) Employees Basic and Advanced Training Courses for Quality Control Mindset
(3) IATF 16949 Key Clauses Explanation
(4) Introduction to the 5 Major Tools for Automotive Products
(5) Sampling Inspection
(6) Quality Control: 7 Basic Approaches
(7) Quality Improvement Cycle
(8) Product Development and Quality
(9) Statistical Manufacturing Process Control
(10) Measurement System Analysis
(11) Process Change Management – Concepts for Operators
(12) Process Change Optimization Plan
(13) Management of Controlled Environmental Substances



➤ Information Security Management and Information Confidentiality

(1) Policies / Commitments

- To protect critical assets of the company from intentional or unintentional internal and external threats.

(2) Goals & Targets : Ensure Zero Corruption

	2023	2022	2021
Average annual click-through rate for social engineering emails to be below 10%.	4.45	6.3	--

- Medium to Long-term: Continuously expand the application market for core products and technologies while ensuring proper protection of critical company assets and customer confidential information.

(3) Responsibilities

- In accordance with internal operational procedures, the Sales and Marketing Department is responsible for new project development, production schedule control, delivery, and pricing. The Quality Assurance Department ensures product quality, the Management Department is responsible for promoting the protection of confidential information, and the Information Unit executes various tasks related to information security management. All employees must adhere to the company's confidentiality policy.

(4) Resources

- Establish dedicated cybersecurity personnel to oversee the implementation of cybersecurity policies, conduct audits, and organize training and awareness-raising activities. Information technology staff will execute various cybersecurity protocols and manage the maintenance of hardware and software systems.

(5) Grievance mechanisms

- The official website provides contact information and a customer complaint handling process.

(6) Specific Actions in 2023

To demonstrate our commitment to implementing information security management and ensure appropriate protection for all information and information systems, Catcher complied with external validation for ISO/IEC 27001:2013 and established, documented, implemented, and maintained an information security management system in accordance with standard requirements, continuously improving the system's effectiveness. The validation of ISO/IEC 27001:2013 is until October 18, 2025.

- ★ Key Objectives:
1. Adopt appropriate protection and preventive measures for company-stored or transmitted information.
 2. Reduce the impact of data security incidents such as destruction, theft, leakage, alteration, misuse, and infringement.
 3. Continuously enhance the confidentiality, integrity, and availability of all operations in the information service system.

Catcher ensures the confidentiality, integrity, and availability of critical information assets throughout all levels of the company by implementing corresponding mechanisms:



Establish Information Security Management System

- Establish an information security management system in accordance with the international information security management standard ISO 27001:2013.



Protection measures for potential weaknesses, anti-virus and anti-hack

- Implement next-generation firewalls to protect the internal network environment.
- Set up a spam email filtering and blocking system.
- Implement antivirus measures and endpoint protection mechanisms, regularly conducting virus scans and actively detecting malicious programs.
- Perform regular software and hardware vulnerability scans and apply necessary patches and updates.
- Implement virus scanning for incoming machines and application whitelisting control mechanisms to prevent machines with malicious software from entering the company.
- Implementing DDoS protection and network traffic cleaning services
- Continuously strengthening the implementation of network segmentation strategies .



System availability and countermeasure of service interruption

- Establish a system/network status monitoring and reporting mechanism.
- Implement data backup and off-site disaster recovery mechanisms for system services and data.
- Develop contingency measures for service interruptions.
- Develop business continuity plans and conduct regular drills.



Control measures for personnel access to internal and external systems and data transmission channels

- Establish account authorization management and review mechanisms, conducting regular audits.
- Control and analyze internal/external data access and operation logs.
- Establish a zero-trust VPN channel for employees to work remotely.
- Implement a mobile device management system.
- Implementing a multi-factor authentication mechanism .



Continue to establish, publicize and promote employee information security awareness to improve information security standards

- Conduct regular/irregular information security awareness campaigns.
- Provide information security education and training for new employees.
- Information security awareness training for employees,
- Conduct social engineering drills quarterly.

Catcher understands the importance of confidential information to the Company itself and to its customers, because our reputation and the trust our customers have in us all depend upon it. Improper management is likely to impose punishment or penalty, which is why Catcher is devoted to giving our all in respecting and protecting privacy and confidentiality. Externally, we request our customers, suppliers, contractors, verification companies, and other external parties to sign non-disclosure agreement, which is aimed to prevent losses due to disclosure of confidential information. In 2023, there were no violations of customer privacy rights or grievances with regards to damage to customer rights as a result of loss or disclosure of customer information. This achievement accentuates the effectiveness of Catcher's internal management.

Catcher has established comprehensive network and computer-related cybersecurity measures. However, we cannot guarantee complete protection or uninterrupted functionality of critical corporate systems, such as manufacturing, operations, and accounting, from network attacks initiated by any third party. In order to prevent and mitigate the damages caused by such attacks, Catcher actively plans and implements information security measures, relying on the following three actions to continuously enhance the information security environment and reduce information security risks:

Administrative System	Catcher formulates relevant regulations covering policy, organizational responsibilities, human resource security, document control, asset management, communication and operation management, access control, physical environment, system development and maintenance, business continuity management, security incident management, regulatory compliance, and other related aspects.
System Protection	Catcher deploys various cybersecurity management measures, including network firewalls, gateway network detection devices, Security Rating Service integration, endpoint detection and protection, security information and event management, email security, automatic detection and updates for operating systems, antivirus protection, network access control, social engineering exercises, and vulnerability scanning systems. To maintain the operation and implementation of the information security system, the dedicated cybersecurity personnel have obtained the ISO 27001 Lead Auditor certification, and periodic information security audits are conducted on the company's organization and personnel every year, with reports submitted to the board of directors to control and reduce information security risks.
Personnel Training	Catcher conducts regular cybersecurity education and training programs for new employees. Through periodic cybersecurity education, awareness posters/videos, and continuous reinforcement of cybersecurity knowledge among existing employees, Catcher ensures that information security principles are integrated into daily operations. By emphasizing corrective and preventive processes, any identified issues are promptly addressed to minimize the risk of employees leaking confidential information of the company and its clients. In the event of a cybersecurity incident, Catcher follows the information and communications security incident reporting procedure to provide information security assurance for the company's production and business activities.

➤ Information Security Policy and Commitment

We are committed to information security management in order to protect our company's products and services, preventing unauthorized access, modification, use, and disclosure, as well as mitigating losses caused by natural disasters. We strive to provide complete and available information in a timely manner while ensuring the confidentiality, integrity, and availability of our critical information assets in compliance with relevant laws and regulations. By doing so, we aim to earn customer trust, fulfill commitments to shareholders, and ensure the continuous operation of our essential business.

➤ Information Security Policy and Commitment

All employees participate to enhance cybersecurity awareness	Proactively prevent and implement information security management	Build customer trust and ensure sustainable operation
Through comprehensive awareness, achieve a consensus that information security is everyone's responsibility.	Establish various cybersecurity technologies and implement an information security management system with continuous improvement using the PDCA approach.	Provide a secure and customer-trusted production environment to ensure the company's sustainable business operations.

➤ 2023 Information Security Management Achievements



- Catcher obtained ISO/IEC 27001:2013 external certification on October 18, 2022, valid until October 18, 2025. Catcher and its overseas subsidiaries operate according to the ISO/IEC 27001:2013 standard, employing the "Plan-Do-Check-Act" (PDCA) cycle to establish and implement an information security management system, ensuring the validity of the ISO/IEC 27001 certificate and continuous improvement.
- In 2023, a chief information security officer and dedicated cybersecurity unit/personnel were established to continuously promote information security standards and measures.
- In 2023, Catcher joined the Taiwan Cybersecurity Information Sharing Platform (TWCERT) to promote the sharing of cybersecurity intelligence and collaborative defense.
- A total of 14 information security management meetings were held throughout 2023.
- According to the current operational processes and considering the functioning of the information security management system, a total of 35 documents were revised.
- An external consultant was engaged to conduct NIST CSF cybersecurity maturity assessment to strengthen the cybersecurity management framework.
- Supplier cybersecurity audits were implemented to reduce risks.



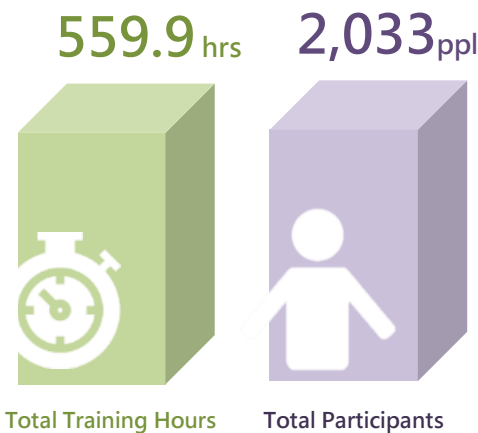
- Key information system operational drills were conducted continuously, with a total of 7 drills completed in 2023 to strengthen operational response capabilities.
- Information security incident reporting drills were conducted, with 2 drills completed in 2023 to enhance incident response capabilities.
- Regular vulnerability scans of all devices were performed twice, along with risk assessments. In 2023, the improvement completion rate for high-risk items reached 100%.



- Based on risks and current events, 50 information security awareness documents were written to continuously communicate important regulations and matters regarding information security. In 2023, over 110,000 employees received cybersecurity awareness communications.
- The completion rate for the information security awareness course was 100%. All employees completed the annual training on information security and data protection, totaling over 2,500 personnel.
- A total of 4 social engineering drills were conducted in 2023, with an average click-through rate of less than 6%.

➤ 2023 Achievements of Information Security Education and Training at Taiwan Plant

Training Course List
(1) Information Security Training for New Employees
(2) Social Engineering Phishing Email Training
(3) Training Related to Information Security Management Systems
(4) General Education Training on Information Security
(5) Enhanced Training on Social Engineering



2.5 Ethical Management

(1) Policies / Commitments

- Catcher is dedicated to staying in line with the highest ethical requirements. Catcher 's internal management lead by example to practice the business philosophy of honesty, thereby following codes of ethics and refusing to provide and receive improper benefits.

(2) Goals & Targets : Ensure Zero Corruption

	2023	2022	2021
Total Losses Incurred from Major Internal Information Processing and Insider Trading-related Legal Litigations	0	0	0
Total Losses Incurred from Anti-Competitive Behavior Act-related Legal Litigations	0	0	0
Coverage Rate of Integrity and Ethics-related Education Training95%	99.61%	100%	100%

- Medium-term and Long-term: Through regular education training and communication, Catcher continues to strengthen employees' and suppliers' knowledge of ethics to ensure zero corruption.

(3) Responsibilities

- The Legal Office is responsible for promoting the overall implementation of the Ethical Corporate Management, and the Audit is responsible for supervising the implementation and reporting the audit results on a regular basis. The Legal Office also regularly reports to the Board of Directors on the annual operation and execution.
- In order to ensure the implementation of ethical management, an effective accounting system and internal control system are established, and full-time internal auditors are set up to conduct regular inspections. to assist the Board of Directors and managers to check and review the deficiencies of the internal control system, so as to measure the effectiveness and efficiency of operations and promote the Ethical Corporate Management of the company's operations.

(4) Resources

- Dedicated personnel of educational training and audit, dedicated personnel of Internal Audit Office, all kinds of educational training.

(5) Grievance mechanisms

- Employee feedback and grievance channel, supplier grievance hotline

With "Ethics" and "Integrity" as the highest principles of our business philosophy, Catcher has always complied with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, rules relevant to TWSE/GTSM listed companies, and other laws and regulations related to business conduct as well as Responsible Business Alliance (RBA) code of conducts. In 2023, Catcher did not directly or indirectly engage in monetary and non-monetary political contributions, nor involved in any legal actions for anti-competitive behavior, anti-trust, and monopoly practices. There were no cases of penalties, sanctions, and litigations for violations of corruption and accounting fraud regulations.

In March 2021, the Board of Directors approved the establishment of the "Ethical Management Policy" , which clearly defines the practice of it. Additionally, members of the Board and executive managements are committed to signing the Integrity Management Commitment Letter and setting an exemplary model of ethical integrity in their professional behavior. Compliance in code of ethical conducts for all employees is based on the provisions given under the Social Responsibility Management Procedures and Work Rules as well as Employee Opinion Grievance and Recommendation Operating Guidelines. All employees sign the Integrity and Cleanliness Commitment Letter, and a grievance channel is provided for anonymous reporting of illegal activities so that management levels and all employees are able to comply with the highest level of ethical standards when performing their duties.

To ensure that employees understand the commitment and requirements of integrity management, Catcher arranges corporate social responsibility training courses for newly hired personnel immediately upon joining the company. These courses aim to promote the principles of ethical and honest business conduct and educate employees on the management regulations related to integrity. Additionally, for existing employees, Catcher conducts integrity management education and training courses throughout the year. The 2023 curriculum includes topics such as confidentiality agreements and anti-bribery clauses, integrity management education, significant internal information processing and insider trading and trade secret protection. A report measure is in place, providing a convenient grievance channel. Cases of violations of code of ethical conducts are handled following internal work rules according to the severity of the situation. Thus, managements and base-level employees are ensured to abstain from engaging in the acceptance of contracts, bribes, commission, rebate, or any other improper benefits of any form. In 2023, there were no cases or concerns reported through the ethical management grievance channel.



➤ **Catcher formulates the Ethical Management Policies including the practices and means to prevent unethical conducts**

Honesty is an important core value in Catcher's business philosophy of "Innovative Technology, Customer Services, Honesty and Integrity, and Sustainable Development", and also plays a key role in promoting the five dimensions of corporate social responsibility: labor, health and safety, environment, ethics, and management system.

In addition to establishing "Ethical Management Policies" that clearly outline practices for ethical operations, a commitment letter will be signed by the board members, senior management, and all employees to adhere to the requirements of integrity and honesty. Concurrently, training programs will be implemented to enhance employees' awareness of integrity in business practices.

On the other hand, through the internal audit on sustainability conducted and the 10 circular anti-fraud mechanisms of the Internal Audit Office, it confirms and checks the compliance of relevant business ethics. In addition, internal and external complaint and whistle-blowing mechanisms are also set up to facilitate the reporting of illegal matters.

➤ **Catcher formulates the complaint system against illegal and unethical conducts, which are disclosed on the official website**



As for the internal communication, Catcher specifies the internal reporting and grievance system in the orientation for new recruits and the "Manual for New Catcher's Employees". The main items include: workplace violence (anti-bullying), food advice, sexual harassment and occupational ethics. Employees can submit complaints or grievance cases through physical advice boxes, emails, phone calls, Google forms or staff opinion suggested platform.

Catcher assigns special personnel for handling and following up the complaints and grievance cases, and has an anti-retaliation mechanism to ensure the confidentiality of the reporter's identity, and to protect the employees' rights of complaints and grievance.

For external stakeholders, the complaints and grievance channels are available on the official website and the supplier service area, so that suppliers or stakeholders can propose their suggestions in a timely manner to ensure no illegal (including corruption) and unethical conducts.

Employee Channels of Compliant for Occupational Ethics

Ren Ai Headquarters

T.I.P. Factory

Y.K.I.P. Factory

Ethics
(bribes, commission, rebate ...)

Tel : (06)253-9000#1103
Fax : (06)253-9989
Email : mingyu.deng@catcher-group.com

Physical advice box

- Building B, canteen (B2F)
 - Building B, 4F outside of office
- Building I, foreign canteen
 - Building C near the card machine
 - Building F, canteen (2F)
- Building of administration, 4F outside of office (4F)
 - Building of canteen near the bulletin board (1F)
 - Building of canteen near the bulletin board (2F)
 - Building of dormitory near the bulletin board (1F)

E-mail
(All types)

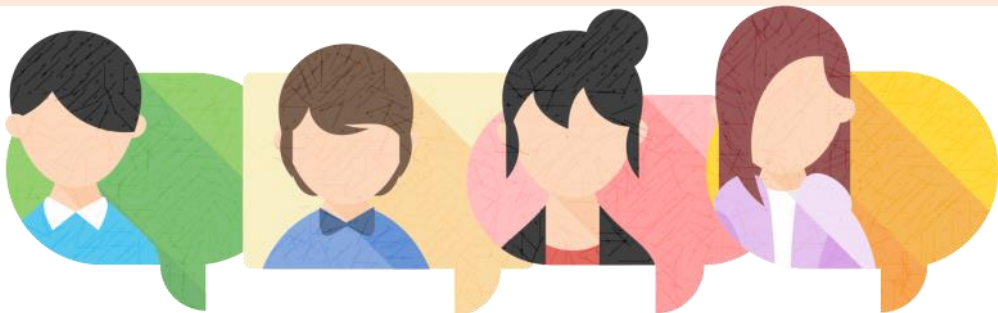
580@catcher-group.com. (I help you.)

Employee suggestion platform
(Google form)



Suppliers' Ethics Grievance Channel

- Tel : 06-253-9000*1103
- Fax : 06-253-9989
- E-MAIL : mingyu.deng@catcher-group.com



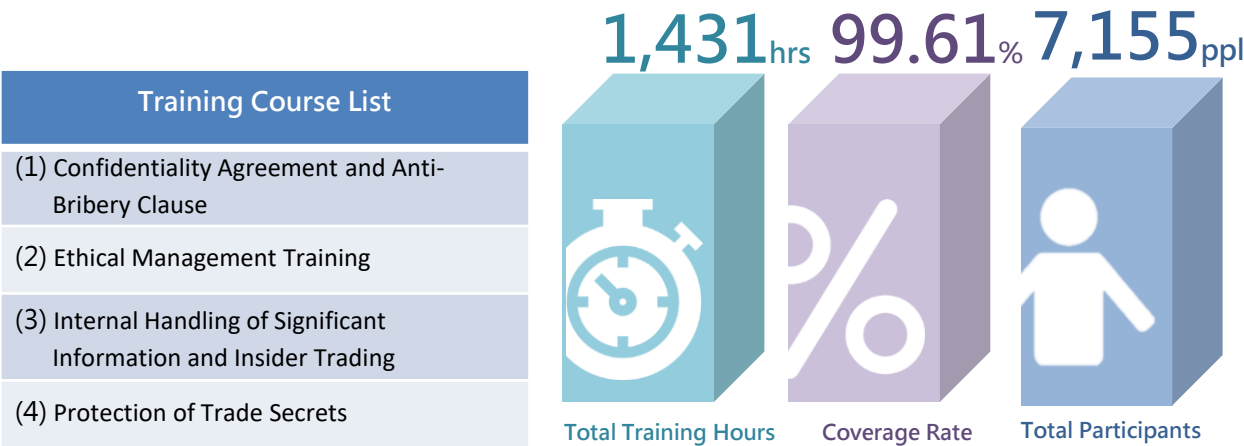
Catcher periodically conducts ethics risk assessment on all business locations in Taiwan. The assessment result for 2023 indicated no involvement in major risks. Effective accounting systems and internal control systems are already in place for low-risk operating activities (e.g., business integrity and information disclosure). The Legal Office affiliated to the Board of Directors is responsible for promoting ethical business conduct and the Audit Office is responsible for coordinating implementation of integrity management, and making an overall plan of honesty and audit. The head of the Internal Audit Office is responsible for overseeing annual audit plans and allocating audit assignments.



▲ Confidentiality Agreement Course Material

In addition to placing high standards upon ourselves, Catcher takes the initiative to raise the awareness of suppliers on anti-corruption concepts and encourage ethical conducts among suppliers. Before engaging in business transactions and collaborations with suppliers, Catcher conducts assessments of their integrity. Suppliers are required to understand Catcher's expectations regarding ethical behavior published on Catcher's official website and must agree to adhere to Catcher's published Supplier Code of Conduct (including the Cleanliness Policy) to ensure the prevention of dishonest practices. In 2023, 903 partnering vendors had completed ethics awareness training on the official website. According to the Catcher's requirements of ethical management. If the supplier violates the requirements, Catcher has the right to terminate or cancel the contract, and punish or claim to the fine, in order to prevent unethical behavior at all levels. Our suppliers are expected co-create a business environment that embraces mutual respect for one another.

➤ 2023 Achievements of Integrity and Ethics-Related Education Training at the Taiwan Plant:



2.6 Stability and Sustainable Operation

Catcher continues to work toward the goal of becoming a world leader in provider of total solutions, and remain committed to product innovation, business model optimization, production technology enhancement, and cost structure improvement in order to maintain the leading position. Hence, it does not matter how the business environment changes in the future, we have the ambition, confidence, and determination to toward long-term sustainable development.

➤ Legal Compliance

Catcher has invariably adhered to foreign and domestic laws and regulations, as well as the supplier rules of international customers. The Company closely monitors major laws and policies in finance, business, environmental, and social aspects that may influence the company's business operations. In addition, relevant management procedures and internal audits are formulated in accordance with laws and regulations to prevent potential legal violations.

➤ Risk Management

Catcher has developed a risk management policy to effectively identify risks faced by the company and implement appropriate prevention and control measures in order to achieve sustainable operation. It is expected to be presented to the Board of Directors by the Sustainability Development Department in 2024. Annual reports on the operation of risk management are submitted to the Board of Directors to strengthen the implementation of risk management mechanisms. The Board of Directors and the Audit Committee are the ultimate decision-makers for risk assessment and control in the risk management organization. Risk management is carried out by each department based on the nature of their business. The Audit Department reviews the effectiveness of internal control mechanisms annually, which is then examined by the Audit Committee and approved by the Board of Directors.

Based on the ISO 31000 Risk Management Guidelines, risk identification, analysis, evaluation, and risk treatment processes are used to clearly define the sources of risks for Catcher and develop corresponding strategies. This helps to reduce the impact of risks and enhance operational performance.

▼ Scope of risk management



▼ Risk Assessment and Response Measures

Risk Type	Impact	Catcher's Response Measures
Operations	Significant market demand fluctuations	Actively develop non-consumer electronic industries (such as automotive and medical) to avoid being overly affected by fluctuations in a single industry; strengthen communication with customers/assembly plants and optimize supply strategies.
	Disruption or shortage of key raw materials or components	Monitor supply chain disruptions or shortages and evaluate major raw materials or crucial components actively. Maintain relationships with at least two suppliers to mitigate supply shortages.
	Intellectual Property	When developing new products, define intellectual property rights sharing obligations with partners or customers; establish a patent map and identification through a patent law firm as a standard risk mitigation measure; strategically obtain necessary licenses from other patent entities; establish incentive schemes to encourage timely acquisition of internal and external intellectual property rights.
	Information Security	Obtain ISO 27001 Information Security Management System certification, implement necessary information security protection and monitoring measures, enhance information security capabilities, and prevent the risk of customer and company data leakage.
Financial	Interest rates	Ensure that the company secures favorable borrowing interest rates when obtaining loans, and continuously monitor interest rate trends. Strengthen communication with banks to strive for the most favorable borrowing rates.
	Exchange rates	Adopt natural hedging principles by balancing foreign currency liabilities with foreign currency assets. Continuously monitor international economic events and exchange rate fluctuations. Allocate funds appropriately according to the company's operational funding needs. When necessary, utilize foreign currency derivative financial instruments to mitigate the impact of exchange rate fluctuations.
	Inflation	Continue efforts to reduce various costs and adjust procurement strategies as needed in response to changes in important raw material prices caused by inflation or deflation.
	Investment Management	Establish an investment dedicated unit to control investment risks and comply with relevant regulations of regulatory authorities. Develop relevant investment procedures. °
Environment and Safety	Management Systems	Obtain ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System certifications to ensure that the company possesses well-established and internationally compliant management systems.
	Compliance	Conduct stakeholder analysis based on local government environmental and occupational health and safety regulations to ensure regulatory compliance. Implement appropriate continuous improvement measures to exceed legal requirements.
	Climate Change Risks and Opportunities	Follow the "Task Force on Climate-Related Financial Disclosures (TCFD)" framework for disclosure of climate change risks and opportunities.

➤ Supply Chain Management

(1) Policies / Commitments

- Through supplier evaluation and audit management, suppliers provide products and services that meet Catcher's expectations. Thus, Catcher will build partnerships with the supply chain.

(2) Goals & Targets : Build Great Partnership

	2023	2022	2021
Percentage of Suppliers Agreeing to Hazardous Substance Control	100%	100%	100%
Percentage of Suppliers Agreeing to RBA (Responsible Business Alliance) Guidelines	100%	100%	100%
Percentage of Suppliers' RBA Self-Assessment Form Collection	89.48%	88.2%	89.2%

- Medium-term and Long-term: Continue to increase influence, and cooperate with suppliers to conform to domestic and international CSR regulations. Otherwise, promote assistance plan of supply chain to achieve the goal of supplier optimization.

(3) Responsibilities

- According to the internal operational management procedure, Strategical Procurement Department is in charge, and other departments of Catcher assist in coordinating.

(4) Resources

- Dedicated personnel of procurement, Suppliers' online system, Suppliers' conference, Suppliers' audit.

(5) Grievance mechanisms

- Grievance channel of suppliers

(6) Specific Actions of 2023

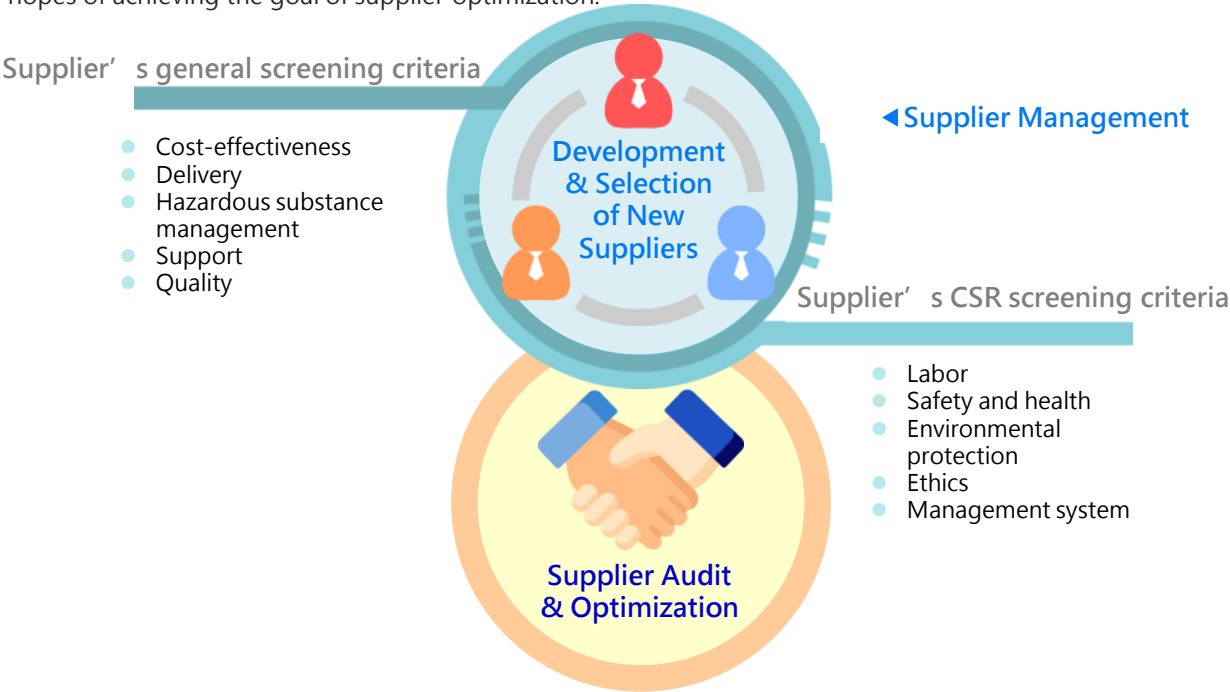
✓ Continuously promoted RBA audits of key suppliers

Catcher has carried out supplier risk identification in the manufacturing and service industries based on customer type and transaction scale annually since 2015, and conduct written and on-site audits of suppliers as needed to address issues such as suppliers' labor, remuneration and benefits, working hours, anti-discrimination, health and safety, environmental protection, ethical conduct, etc. For aspects that need improvement, the Company developed action plans and urged all suppliers to comply with their corporate social responsibility commitments. In this way, Catcher does not only increase awareness and establish an international sustainable development trend for suppliers, but it also strengthens partnership with suppliers. Thus far, these efforts achieved.

Catcher is dedicated to the production and development of casings and internal mechanical parts based on the customer’ s requirements. The main partners of the supply chain are manufacturers of electronic parts and mechanical parts. 89.48% out of 903 suppliers that conducted transaction with us in 2023 were local technology-intensive or labor-intensive enterprises in Taiwan. Catcher will continuously promote localized procurement to ensure stable source of supply, reduce transportation costs and boost local employment opportunities.

Regarding cooperation with suppliers, Catcher not only takes into account the factors such as delivery, quality, and cost-effectiveness, but also requests suppliers to fully understand Catcher's management systems and its belief with regards to labor rights (including compulsory labor, child labor, working hour, wages and overtime pay, anti-discrimination, and freedom of association), safety and health, environmental protection, and ethical management in compliance with RBA Code of Conduct. These requirements ascertain the maximization of the positive benefits of CSR. Therefore, Catcher has established and continued to optimize supplier management procedures, conducting comprehensive assessment of the social responsibility practices of new suppliers. The goals of the assessment are to ascertain that our partnering suppliers are equipped with the ability to meet Catcher's CSR requirements.

When a supplier is sanctioned for violation of relevant regulations by the competent authority or is found to have imposed negative impacts on the society and environment, such supplier must adhere to Catcher's improvement requests. In severe cases, Catcher holds the right to terminate the contract and cancel orders in hopes of achieving the goal of supplier optimization.



Catcher formulates supplier management policies and requires suppliers to follow relevant regulations related to environmental protection, safety or health

The CSR related regulations that the suppliers are required to follow are posted on Catcher’ s official website, including Catcher’ s CSR requirements, supplier’ s management regulations for restricted hazardous substances, and Catcher’ s statement of no conflict mineral, etc., which are also detailed in the supplier Service Area. In addition, Catcher selects at least five suppliers for annual audit to confirm their social responsibility compliance.



3. Social Harmony

- 3.1 Establishment of Employee Employer Relations
- 3.2 Human Resources
- 3.3 Training and Development
- 3.4 Safety & Health
- 3.5 Social Participation and Public Welfare

3.1 Establishment of Employee–Employer Relations

(1) Policies / Commitments

- Catcher not only supports and respects the international labor rights related standards, but promises to implement Responsible Business Alliance (RBA) and the Labor Standard Act. In order to maintain a harmonious working relationship, Catcher takes the initiative to care for employees’ needs, and protect employee rights.

(2) Goals & Target : Provide Employees with “Assurance”

	2023	2022	2021
Complaint Handling Rate: 90%	100%	100%	100%
Total Losses Incurred from Labor Dispute-Related Legal Litigations: 0	0	0	0

- Medium-term and Long-term :
 - Catcher is committed to providing employees with “assurance” and ensuring their rights of work
 - All operating activities are in compliance with the standards of international human rights.

(3) Responsibilities

- Human Resource Department is responsible for ensuring all employees enter into a formal “employment agreement” , formulating and implementing human rights policies, collecting and handling employees’ opinions, calling employee welfare committee meetings, conducting food satisfaction survey, implementing employee benefits, and supervising the practices of human rights policies.

(4) Resources

- Human Resource Department is responsible for implementing labor-related matters, providing multiple communication channels, food satisfaction surveys, post-training satisfaction surveys and improvements, welfare providing, and employees’ activities (such as exhibition sale, family day, and so on).

(5) Grievance Mechanisms

- Employee feedback and grievance channel.



(6) Specific Actions of 2023

✓ Organized Technology Baseball Carnival X Catcher Family Day

After a three-year hiatus due to the pandemic, Catcher Family Day finally resumed in 2023 as the situation improved and restrictions were lifted. This year, the event was held in conjunction with the "Technology Baseball Carnival" organized by the Tainan City Government and National Tainan University of Science and Technology, taking place at the Asia-Pacific International Baseball Training Center – Little League Main Field. In addition to providing baseball players at all levels with opportunities for technological training, the event utilized sports technology to offer Catcher employees and their families a brand-new viewing experience. Outside the main event, a baseball-themed picnic carnival was set up, featuring a variety of unique food vendors and interactive games for families, creating a joyful Family Day that felt like a true "carnival" and generating wonderful memories for parents and children.

To strengthen employee care and enhance the family bond, Catcher held its seventh Technology Family Day in 2023. The goal was to foster employee interaction outside the workplace, cultivate teamwork, and achieve a better work-life balance while improving parent-child relationships. This year, over a thousand employees and their families actively participated, with many representing three generations, demonstrating the strong appreciation for Catcher Family Day. By organizing this event, we hope to encourage employees to take their families outdoors amidst their busy schedules, promoting health and wellness through leisure activities.



▲ Technology Baseball Carnival X Catcher Family Day

(6) Specific Actions of 2023

✓ New Core Talents’ Counseling Project

In order to assist new employees in adapting Catcher’s culture and environment, new employees belong to core departments have been introduced “New core talents’ counseling project” since February 2017. This project aims at assigning counselors to provide one-by-one life assistance and work guidance. In addition, after one week of employment, Human Resources Department will assign a dedicated personnel to interview with the new employees, to ensure the implementation status of each department. Moreover, the supervisor of the new employees will also interview with the new employees once every two weeks, to give counseling and feedback to the new employees. The interview rate for new personnel in 2023 was 100%. It is quite obvious that this project improves us to pay more attention to the needs of new employees, creates a stable Employee–Employer Relation, and achieves the purpose of talent retention.



▲ One-to-one core talent counseling



➤ Employee–Employer Communication

Catcher emphasizes the importance of labor-management harmony. To show employees that we care, Catcher has established multiple communication channels to collect employee feedback, which can help improve work efficiency and labor condition, facilitate stable business growth, and prevent major incidents impacting company’s productivity and labor protest, thereby creating win-win situations for both parties. No labor dispute-related legal litigations occurred in 2023. Our communication channels are as follows:

Diversified Catcher Channels for Communication	
Communication Channel	Frequency
Labor-Management meetings	▶ At least once every quarter
Employee Welfare Committee meetings	▶ At least once every quarter
Employee feedback and grievance	▶ As needed
Bulletin board and electronic announcements	▶ As needed



Labor-Management Meetings

Catcher has no union organization in Taiwan. It regularly holds labor-management meetings in accordance with the Labor Standard Act and the Regulations for Implementing Labor-Management Meeting. At these meetings, employer representatives composed of executive managers and labor representatives elected from base-level employees communicate face to face to express and share their opinions. Eight sessions of labor-management meetings were held in 2023 during which employee-related topics were discussed. There were no incidences of company losses caused by labor disputes. All operating activity regulations are in compliance with the Labor Standard Act. In the event of material changes to business operations (e.g., factory expansion, recruitment, and major operation changes), Catcher will notify employees in advance in pursuant to local laws and regulations, and obtain their consensus to avoid influencing employee rights.



Employee Welfare Committee



To boost employee morale and promote harmonious labor-management relations, Catcher adheres to the Organization Regulations on Employee Welfare Committee, and cooperates with employees to collectively contribute employee welfare benefits as employee welfare Measures. In 2023, six employee welfare committee meetings were held, where employees and employers were encouraged to collectively discuss matters regarding employee welfare and effective use of welfare resources for elevating employee benefits.



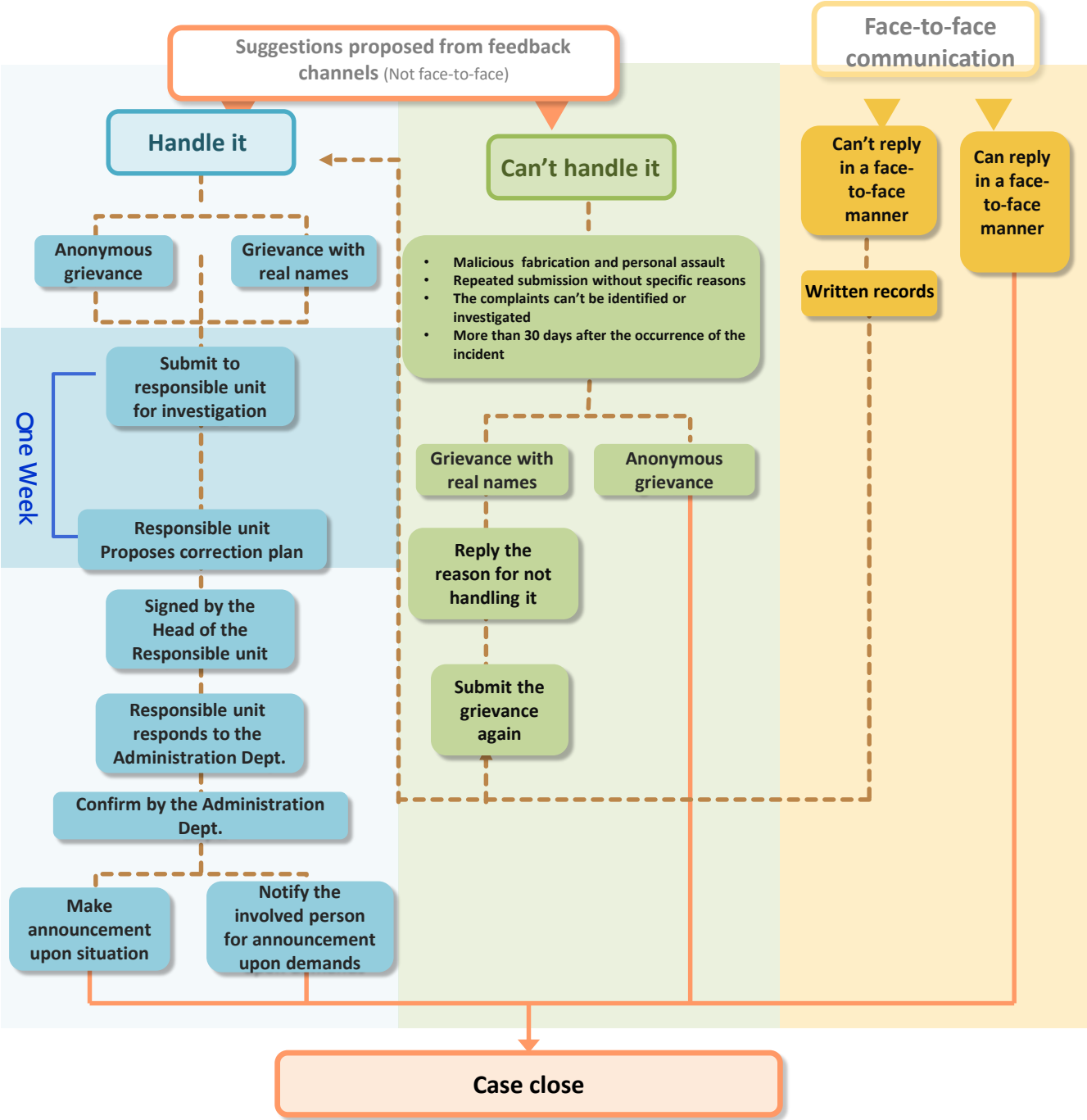
Employee Grievance Channel

Catcher values employees' opinions. Catcher established an email "580@catcher-group.com" (Sounds like "I help you") and anonymous electronic forms to provide more multiple communication channels. Employees can speak their mind by using employee feedback mailbox, hotline, fax, and the above-mentioned email. Regarding employee grievances, accountable units are requested to provide response and improvements at the first instance. If immediate response or resolution cannot be provided, such grievances are filed, an investigation will be carried out, and a response is set to be provided within a week after the investigation. Therefore, Catcher takes employees' opinions seriously, the rate of case completed is 100% in 2023. All employees can speak freely in a more convenient and privacy-protected way.

➤ Employee Feedback and Grievance Channels

	Ren Ai Headquarters	T.I.P. Factory	Y.K.I.P. Factory
Workplace Violence (body, language, psychology)	(06)253-9000 #2104、#2107	(06)384-2727 #2103、#2105	(06)203-9900 #2104、#2118
Catering	(06)253-9000 #2105	(06)384-2727 #2104	(06)203-9900 #2114
Sexual Harassment	(06)203-9900#2101 Fax: (06)203-0123 jinnifer.lin@catcher-group.com		
Business Conduct (bribery, commission, rebate)	(06)253-9000#1103 Fax: (06)253-9989 mingyu.deng@catcher-group.com		
Advice box	1. Building B, canteen (B2F) 2. Building B, 4F outside of office	1. Building I, foreign canteen 2. Building C near the card machine 3. Building F, canteen (2F)	1. Building of administration, 4F outside of office (4F) 2. Building of canteen near the bulletin board (1F) 3. Building of canteen near the bulletin board (2F) 4. Building of dormitory near the bulletin board (1F)
E-mail(All types)	580@catcher-group.com (I help you in Chinese)		
Employee feedback platform (Google Form)	<div></div>		

▼ Workflow for Handling Employee Grievance



Catcher has established measures for preventing retaliation against employee grievances to facilitate “instant communication, convenience and non-disclosure, fair and responsive handling, and recurrence prevention.” The Company also measures the effectiveness of employee grievance handling every year. If any issues are subject to long-term improvement, Catcher will continue to monitor the progress of implementation.



▲ 2023 Complaint Cases Statistics

➤ Employee benefits

In addition to formulating a competitive salary system, Catcher also continuously develops a wide range of welfare measures to retain skilled employees, allowing employees at ease to stay devoted to work while achieving a work-life balance. Apart from the existing three festival gift/vouchers and bonuses, Catcher offers the following important welfare initiatives:

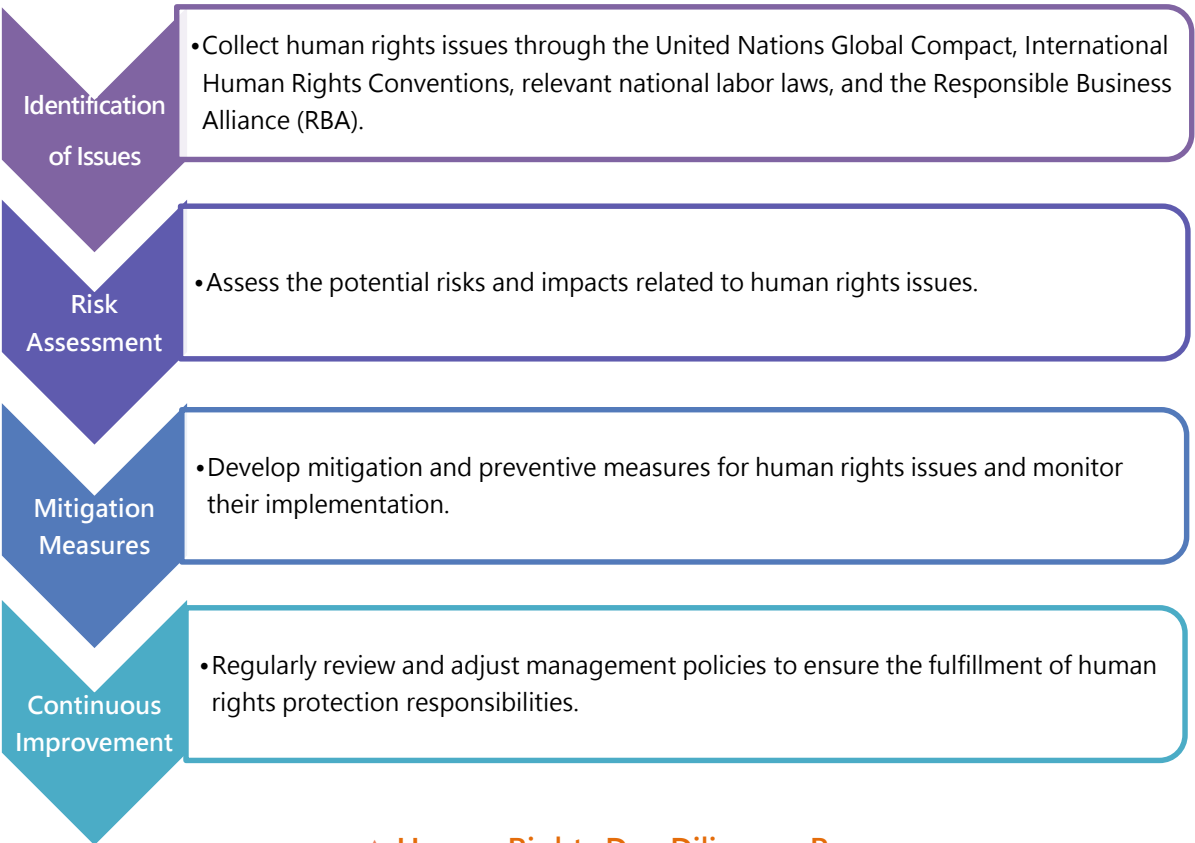


➤ Protecting Employee Rights

Catcher values human rights and will do its best to prevent infringement of human rights; therefore, the Company strictly adheres to the code of conduct of RBA, and requires all employees to sign the Employment Agreement. Catcher has also developed relevant management procedures such as Work Rules, Social Responsibility Management Procedures, Employee Opinion Grievance and Recommendation Operating Guidelines, Operating Guidelines for (Sexual) Harassment, Discrimination, and Torture Prevention, Grievance, and Punishment, Child Labor and Adolescent Protection Operating Guidelines, and Employee Club Establishment and Subsidy Management Regulations. These procedures serve to protect employees against infringement of the basic labor and human rights and work interests and to establish an excellent workplace environment. Under the regulations of the aforementioned policies, there were no infringement of local human rights in Taiwan in 2022, nor were there reports of grievances pertaining to human rights.

➤ Human Rights Due Diligence

Catcher conducts regular Human Rights Due Diligence, which involves processes such as issue identification, risk assessment, implementation of mitigation measures, and continuous improvement. These efforts aim to minimize the likelihood of human rights risks and fulfill the responsibility of safeguarding human rights. In 2023, the potential human rights issues that must be given importance were : forced labor, reasonable working hours, freedom of association, and human dignity treatment.



▲ Human Rights Due Diligence Process

2 0 2 3 Catcher's Human Rights Due Diligence Items

Item	Explanation of Operation Risk Issues	Survey/Communication Channels	Operational Risk Level Assessment
Forced Labor	Employees may face forced labor, violence, threats, or illegal restrictions on personal freedom.	Physical Suggestion Box, Email, Phone/Fax, Employee Feedback Platform	Low
Reasonable Working Hours	Employees may experience unreasonable restrictions on working hours or lack of rest and leave rights.		Medium
Freedom of Association	Potential issues of restricting employees' freedom of association, collective bargaining, and participation in peaceful assemblies and collective bargaining rights.		Low
Human Dignity Treatment	Employees may experience inhumane treatment, including violence, abuse, harassment, sexual harassment, physical or verbal abuse, and oppressive behavior.		Medium

➤ Mitigation Measures and Continuous Improvement

To enhance employees' knowledge on human right policies, Catcher has, since 2014, started including RBA labor code of conducts in training courses for new hires, and also opened up courses on labor and human rights for in-house employees every year. Also, Catcher regularly reports to executive managements and continues to develop practices for human right protection every year. The outcomes of implementation of matters relating to employee rights and interests are summarized below:

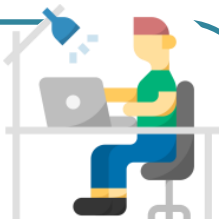
Prohibition of Compulsory Labor

- Pursuant to the law, Catcher signs Employment Agreements with its employees, which states that employees are protected from the use of forced, bonded or debt bondage, indentured labor or involuntary prison labor, slavery or trafficking of persons, and that all work is voluntarily completed and employees are free to leave work at any time or terminate their employment. Catcher also communicates the prohibition of compulsory labor to its partnering workforce agencies to make sure that they comply with the requirements of Catcher and local regulations.

Reasonable Working Hours and Remuneration

- Concerning working hours, Catcher adheres to the Labor Standard Act and customer requirements, using work hour control system and meetings to implement control over the reasoning amount of time employees spend on working. Catcher has also established competitive remuneration and welfare policies, which are superior to statutory and industry standards. It does not use salary deduction as a form of punishment.





Freedom of Association

- In conformance with local laws and regulations, Catcher respects the right of employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of employees to refrain from such activities, in order to avoid potential violations or severely endangering employees' right to freedom of association and collective bargaining. Catcher has no union organization, but with the negotiation mechanism of labor-management meetings, employees are able to communicate concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

Prohibition of Inhumane Treatment and Discrimination

- Catcher has an employee grievance channel in place and protects the complainant against improper retaliation. It is committed to creating a workplace environment free of prejudice, discrimination, harassment, as well as inhuman treatments including violence, abuse, harassment, sexual harassment, corporal punishment, mental or physical coercion or verbal abuse. Catcher also complies with the convention of the International Labour Organization (ILO) regarding prohibition of discrimination based on race, status, language, religion, political affiliation, ethnicity, country of birth, national origin, gender, sexual orientation, color, age, marital status, appearance, facial features, disability, nationality, gender identity, or previous union membership in hiring and employment practices. Employees or potential employees should not be subjected to medical tests or physical exams that could be used in a discriminatory way. There were no incidents of discrimination in 2023.

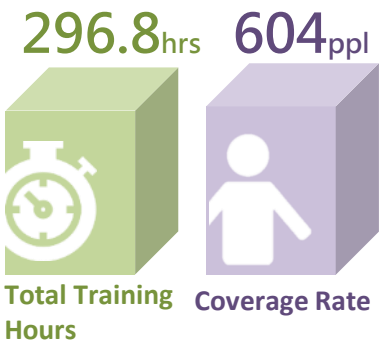


▲ 2023 Labor Rights Training at Taiwan Manufacturing Facilities

▼ 2023 Achievements of Human Rights-Related Education Training at the Taiwan Plant

Training Course List

- | |
|-------------------------------------------------------|
| (1) Corporate Social Responsibility for New Employees |
| (2) Management and Care for Foreign Employees |
| (3) Interpersonal Communication in the Workplace |
| (4) Labor Management Practices |
| (5) Employee Care Guidelines |
| (6) Labor Rights Series Training |



3.2 Human Resources Management

(1) Policies / Commitments

- Catcher establishes a perfect management system, and maximizes the benefits of human resources. Catcher is committed to assisting each talented employee in finding their niche, and show their talents.

(2) Goals & Target : Retain Talents

	2023	2022	2021
Number of employees with physical disabilities higher than statutory requirements	Y	Y	Y
Rate of reinstatement after maternal/parental leave: 60%	100%	87.88%	71.88%

- Medium-term and Long-term: Catcher is committed to attracting talented people and retaining them for a long time, thereby creating operation success together
→ Labor risk is estimated to be highly unacceptable level<5%

(3) Responsibilities

- Human Resource Department is responsible for organizing the needs of human resource, planning and recruiting talented people, and deciding on remuneration, training, retention, and retirement. And other departments of Catcher assist in proposing the needs of human resource, and implementing management system of human resource.

(4) Resources

- Dedicated personnel of recruitment & salary& attendance, perfect human resource management system

(5) Grievance Mechanisms

- Employee feedback and grievance channel

(6) Specific Actions of 2023

✓ Expand Talent Quality

Catcher continues to expand its operational scale and build a robust talent pool, attracting top talent from various sectors. The positions available were from R&D, quality assurance, process engineering, manufacturing reserve management, and sales.



▲ Internship Experience
Interviews for Students

Since 2020, Catcher has actively pursued transformation by entering new fields such as minimally invasive surgical medical supplies and semiconductor equipment components. This has led to an increased hiring of professionals in product development and investment analysis, along with ongoing collaborations with universities to provide internship opportunities for students, thereby enhancing their employability. Additionally, to promote internationalization, Catcher recruits overseas students and offers foreign students the opportunity to stay in Taiwan for work after graduation, actively seeking to attract talent and enhance Catcher's visibility.

➤ Compensation and Promotion

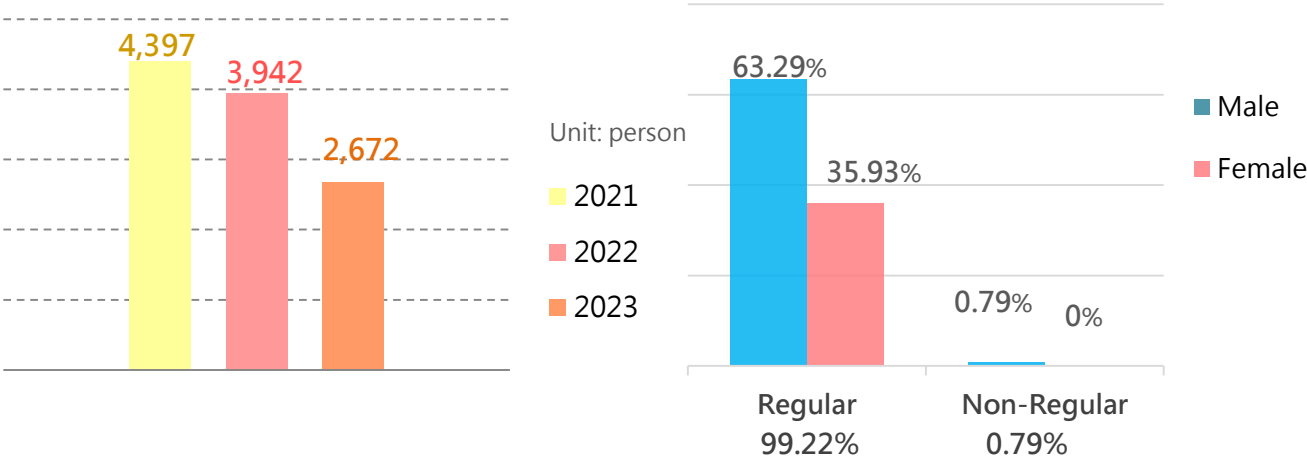
Talent is the most valuable resource in an organization’s operations. For selected talents, Catcher provides competitive salary and benefits that are above the mandatory minimum wage based on job vacancy, education, experience, professional seniority, as well as an external salary survey & market assessment, and we also ensure that employees can afford their living expenses. In order to facilitate employee retention, Catcher provides compensation for employees, which includes high bonuses and dividends based on the company’s financial and operational status, performance, industry standards and periodic assessments, as well as contributions that add overall value to the company. Catcher has a Compensation Committee, which regularly reviews the compensation and allocation plans for employees and directors, and reports its decisions to the Board of Directors.

Catcher also trains employees according to their different positions, professional skills and knowledge, and plans professional development for outstanding talent, such as task rotation, overseas appointment, cross-functional task assignment, to cultivate employees’ ability to solve problems comprehensively so that each talented employee can find their niche and apply their skills. In 2023, the internal promotion rate within the management level was 80.83%.



➤ Human Resource Structure

Employees are valuable assets to Catcher, and as of December 31, 2023, the total number of employees at Catcher's Taiwan plant was 2,672, representing a decrease of approximately 32.22% compared to the previous year. This reduction in the workforce is due to ongoing efforts to enhance automation in production processes and optimize capacity, thereby reducing the need for manual labor. The proportion of regular employees is 99.22%, while non-regular employees account for 0.79%.



▲ The total number of employees at Catcher’s Taiwan plant from 2021-2023

▲ Ratio of Male to Female Employees in Taiwan Factories in 2023

Catcher started out in Tainan and has been operating for decades. More than 99.29% of its full-time employees work in the Tainan factories (including Ren Ai Headquarters, T.I.P. Factory and Y.K.I.P. Factory), and because of the special nature of their work, the remaining less than 1% employees are spread across Taipei to serve investors and customers. Regarding age distribution, almost 80% of the full-time employees are aged 21–40 years, averaged at 36.5 years, with 7.69 years of service experience on average.

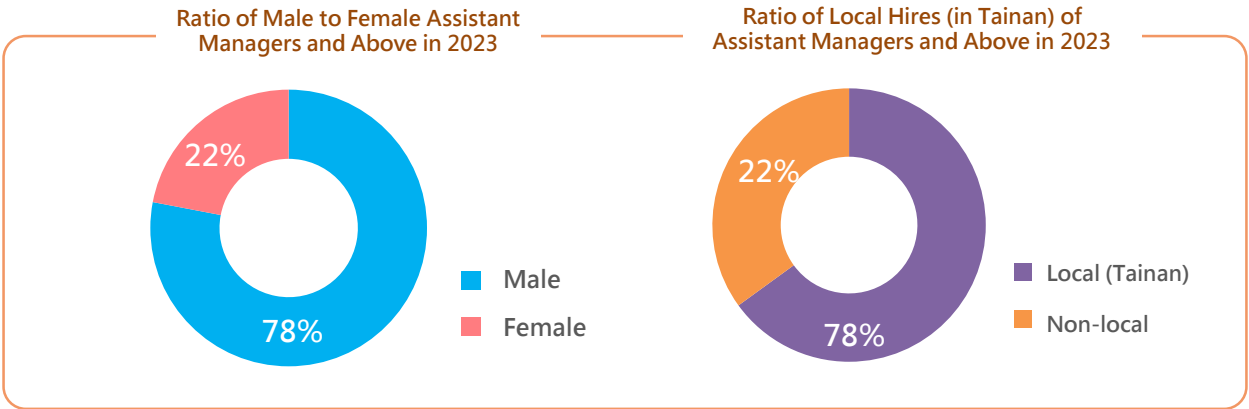
Catcher has established a minimum hiring age of 16 and ensures thorough verification of employees' identification documents during recruitment to avoid any misuse of child labor, along with remedial measures in case of such occurrences. For workers under 18, Catcher has implemented reasonable restrictions on job nature and working hours, committing not to assign them tasks that could jeopardize their health and safety. In 2023, there were no records of child labor misuse at Catcher's Taiwan facilities.

Internal employee management is based on the type of job involved (e.g., production line and non-production line of work), taking into consideration the knowledge, skills, and competency require. According to the statistics, more than 60% of the employees are technicians in 2023., whereas 7.24% of the employees work full-time, hold Master's degree or higher, and assume post in R&D or other professional management.

Labor Structure of Full-Time Employees in Taiwan in 2023				
Category	Item	Male (%)	Female (%)	Subtotal (%)
Work Location	Tainan area	63.30	35.99	99.29
	Taipei Operation Center	0.49	0.23	0.72
Age	Under 20	0.00	0.04	0.04
	21-30	13.35	8.94	22.29
	31-40	34.63	18.29	52.92
	41-50	13.84	6.79	20.63
	51-60	1.85	2.15	4.00
	Above 60	0.11	0.00	0.11
Position	Management	9.35	1.40	10.75
	Engineer	14.64	1.74	16.38
	Administrator	2.38	3.55	5.93
	Technician	37.42	29.54	66.96
Education	PhD	0.34	0.04	0.38
	Master	5.88	0.98	6.86
	College and University	38.97	18.37	57.34
	Vocational / High School and Below	18.60	16.82	35.42

Under the regulations of performance and promotion systems, Catcher prohibits discrimination, granting all capable employees equal opportunity to promotion. In 2023, the male-to-female ratio of assistant managers and above in Taiwan was approximately 7:2.

Catcher constantly contributes to local employment opportunities, which is evident in our hiring of local personnel (78%) as assistant managers or above to implement talent localization. Moreover, hiring locals facilitates understanding of local needs to enhance our market image.

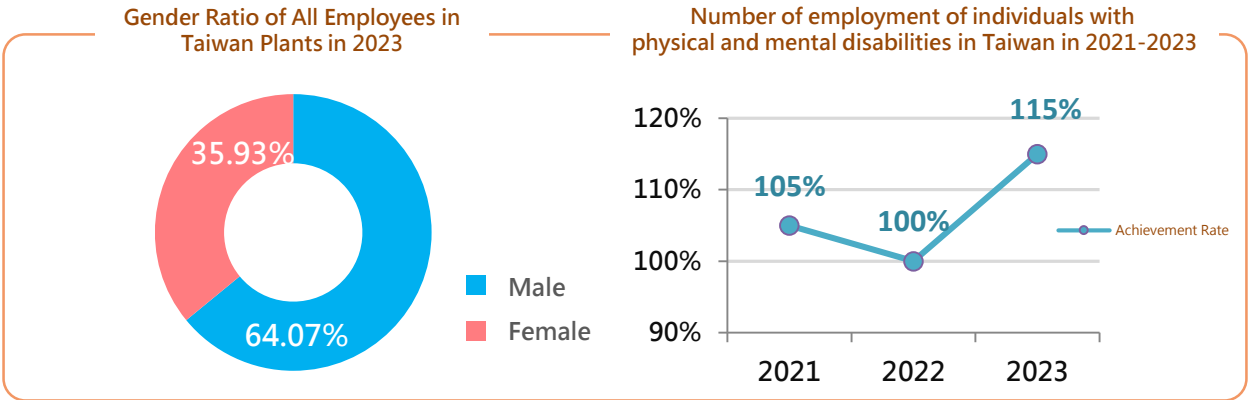


➤ Workplace Diversity and Equality

Catcher employs a fair and equal approach in hiring, promotions, and compensation based on job category, education, professional skills, years of experience, and individual performance. We do not discriminate based on race, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disabilities, past union membership, skin color, pregnancy, or membership in any social organization. We ensure that employees are not subject to discrimination, harassment, or unequal treatment and strive to create an inclusive and diverse workplace environment where all can thrive.

The overall male-to-female ratio among Catcher's employees is 64.07% to 35.93%. This gender ratio difference is due to variations in job nature and does not impact employment opportunities based on gender.

Additionally, to support government initiatives in increasing employment of individuals with physical and mental disabilities and provide these individuals with the opportunity to apply their skills, in 2023, we did better than what is required by law and hired 31 individuals with hearing impairment and physical disabilities, providing disadvantaged groups with suitable job opportunities.



➤ Talent Turnover and Retention

Catcher strictly adheres to local labor laws and the principle of choosing the right people and the right skills. To facilitate our business performance and job requirements, Catcher has hired 29 new full-time employees in 2023. Ratio of male to female employees is 68.97% to 31.03%, mostly aged between 21 and 30 years, and are located in Tainan.

Labor Structure of New Full-Time Employees in 2023				
Category	Item	Male (%)	Female (%)	Subtotal (%)
Work Location	Tainan	62.07	31.03	93.10
	Taipei Operation Center	6.90	0.00	6.90
Age	Under 20	0.00	0.00	0.00
	21-30	20.69	17.24	37.93
	31-40	27.59	3.45	31.04
	Over 41	20.69	10.34	31.03

In 2023, 676 full-time employees were voluntary resignations (62.41% of male and 37.59% of female employees). In view of this, Catcher optimized the management systems such as the remunerations, welfares, and working environment. When employees submit their resignation, their direct supervisors or the HR department will have a talk with the employee to determine their reason for resigning. This process is aimed at reducing talent turnover. In some cases however, employees are assessed for their capability and intention after the meeting. Depending on the results, they may be transferred to other job posts. Thus, a win-win situation for the company and employees is created.

Labor Structure of Full-Time Employees Who Voluntarily Resigned in 2023				
Category	Item	Male (%)	Female (%)	Subtotal (%)
Work Location	Tainan	62.13	36.98	99.11
	Taipei Operation Center	0.59	0.30	0.89
Age	Under 20	0	0	0
	21-30	22.93	12.57	35.50
	31-40	31.95	19.67	51.63
	41-50	7.54	4.73	12.27
	51-60	0.30	0.30	0.60
	61-70	0	0	0



In order to motivate employees to pursue growth, and evaluate their performance effectively, Catcher sets up an internal management procedure of performance appraisal. At the beginning of the year, the supervisors and the subordinates work together to set goals, track regularly and assess quarterly. The quarterly performance appraisal is based on the comprehensive assessment of attendance, work ability, development potential, work effectiveness, spirit and attitude, relevant reward and punishment records, thereby influencing employees’ adjustment of salary, promotion or bonuses. For those with poor performance, the head of the unit and the HR Department will assist the employees in discussing and planning improvement plans to enhance the performance.

The Number of Full-time Employees in Non-Managerial Positions and Their Salary in 2022-2023			
Item	2022	2023	Difference compared to previous year (2022-2023)
Number of full-time employee in non-supervisor position (unit: person)	3,891	3,125	-766
Average salary of full-time employee in non-supervisor position (unit: NT\$1,000)	687	671	-16
Intermediate salary of full-time employee in non-supervisor position (unit: NT\$1,000)	579	564	-15



➤ Child Care Applications

Catcher has maternity and paternity leave system in place, and to promote family harmony, Catcher educates employees on how child care leaves are used. In 2023, 68 employees were on child care leave, 83.82% of whom were on unpaid leave, and 100% of employees were reinstated after unpaid child care leave, indicating 6.9% in average retention rate.

2023 Child Care Leave in Taiwan Factory	Male	Female	Total
A. No. of employees on child care leave in the current year (including maternity and paternity leaves)	43	25	68
B. No. of employees that actually applied for unpaid child care leave in the current year	32	25	57
Child care leave application rate (B/A×100%)	74.42%	100%	83.82%
C. No. of employees expected to be reinstated in the current year	14	23	37
D. No. of people actually reinstated in the current year	14	23	37
Rate of reinstatement after unpaid child care leave (D/C×100%)	100%	100%	100%
E. No. of employees reinstated following unpaid child care leave in 2022	4	25	29
F. No. of employees reinstated from unpaid child care leave in 2022 and who have worked for one year since	0	2	2
Retention rate after unpaid child care leave (F / E × 100%) *	0%	8%	6.90%

➤ Retirement System

To ensure a secure retirement for employees, Catcher has set up a Labor Pension Supervision Committee and implements Labor Retirement Measures pursuant to the Labor Standard Act and Labor Pension Ordinance. It regularly appropriates 2% of the total salary of an employee based on a seniority system and deposits the amount to the employee's account with the Central Trust of China to protect employee rights and interests. Since July 1, 2005, the company has adopted a new version of the government's retirement measures and provides 6% of an employee's total salary which is deposited to his/her own personal account-based pension. The pension of an employee is granted within 30 days from the date of retirement. A pension payment voluntarily made by an employee is deducted from the monthly salary and deposited to the employee's personal pension account with the Labor Bureau.

3.3 Training and Development Plan

(1) Policies / Commitments

- Consider “diversified training and continuous learning” as Catcher’ s educational training policy to promise that employees will be cultivated the ability of comprehensive and diversified problem-solving. Through a holistic lesson plan of training and development, employees will enhance the knowledge, skills and stimulate potential ability, and Catcher’s competitiveness will also be enhanced.

(2) Goals & Target : Diversity and Learning

	2023	2022	2021
Hours of training per person on average: 8	3.79 hrs*	7.70hrs	4.96hrs
Total hours of in-service training: 28,000 hours	10,137.6hrs	30,337.9hrs	21,812.4hrs
Training satisfaction: 90%	94%	95%	94%

Note: In 2023, we continued to promote digital learning, which saved time for internal instructors in material preparation and lesson planning. This also enabled employees to quickly grasp course content in a short time, facilitating effective learning and enhancing their willingness to engage in self-directed learning. However, as a result, the average training hours per person and the total hours of on-the-job training fell short of the targets.

- Medium-term and Long-term: Provide learning resources to properly integrate training plan into business strategies, improve the functional development of all employees, and create a workplace of right people and the right skills.
 - The achievement rate of supervisors participating in management courses100%.
 - Employees receive in-service training courses 100%.
 - The achievement rate of estimated courses 90%.

(3) Responsibilities

- Human Resource Department is responsible for planning, organizing, checking and implementing Catcher’s annual education and training, planning, implementing and reviewing new recruits and the class training, assisting and checking the implementation of each department, reviewing performance of educational training, as well as maintaining and saving record files. Other departments assist in proposing the needs of annual training, planning, implementing, changing and reviewing training, and supervising employees to receive the training required.

(4) Resources

- Allocate appropriate funds to study resources, such as course, lecturer training, training activities. Otherwise, specialists of educational training are employed to provide comprehensive training support and administrative integration.

(5) Grievance Mechanisms

- Provides a feedback mechanism for employees and regards the same as employee feedback and grievance’ s level. Dedicated personnel is requested to provide responses of improvement to the trainees’ feedback within a week.

(6) Specific Actions of 2023

✓ Talent Development for New Skill

In 2023, Catcher continued to convert in-house courses to online courses, eliminating time and geographic limitations and making knowledge transfer more efficient. However, we are currently in a period of strategic transformation, and talent development is key to this transition. To enhance core competitiveness in new fields, we are planning to launch a series of courses on medical materials, programming and processing software, and automation technology training projects, aimed at cultivating skilled professionals and boosting competitiveness.



▲ Common Wealth Leader Campus



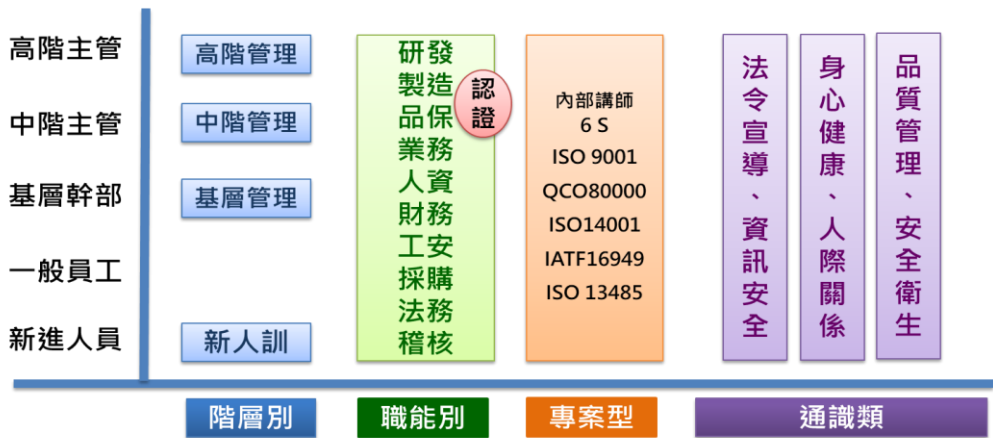
▲ Cost Awareness and Value Concept



▲ Interpersonal Communication in the Workplace

To maintain innovation and competitiveness, Catcher places a great level of emphasis on employee training and development. By following the principles and regulations of the TTQS, Catcher plans diversified educational training system, and every year, the Company systematically formulates annual training plan for all employees to bridge the gap between the company's business development and employees' work skills and encourage employees to partake in various internal and external training courses. Internal courses are focused on the core and professional competencies of employees, specializing in the learning of in-service training, work instructions, and position transfers. External courses are based on job requirements and include professional seminars and training courses provided by training institutions and well-known universities in Taiwan and overseas. The purpose of these courses is to improve employees' competitiveness in the workplace and enhance the company's management performance.

As of the end of 2023, Catcher had a total of 2,672 employees, and the total training hours amounted to 10,137.6 hours. On average, each employee received 3.79 hours of training. In recent years, due to the impact of the pandemic and digital transformation, we continue to develop online courses, with course content being streamlined for greater efficiency.



Overall, through continuous training courses, employees obtain supports from professional knowledge, management skills, and tension relief. Our learning training courses include: orientation training for new hires, training for supervisors, professional function training, internal lecture training, and general education course, all of which provide employee access to suitable learning resources, with the expectation that the professional talents can be trained to meet the needs of the production line or new process development and the rapid development of the technology industry, and employees can also find a point of balance in life.

Orientation Training for New Hires



On the first day of their work, new employees are arranged to attend a day of training courses to inform them of the company's system and rules, corporate value, corporate culture, information security and personal information protection, quality system, process introduction, workplace safety, and CSRs (including labor and human rights, freedom of association, prevention of sexual harassment, integrity management, and anti-corruption) to help employees quickly assimilate in the work environment.

Professional Function Training System



Professional techniques and training courses that each department requires are provided . These courses involve principles and theories, troubleshooting, and instructions on machinery operations, such as automated processes and professional skills for entry/basic/intermediary levels. Catcher also arranges seminars on product applications, inviting multiple external vendors annually (including equipment, raw materials, and consumables) to give talks on technology applications and development trends and inspire employees to apply their skills in process and procedural optimization, thereby further improving their work skills.

Training for Competency of Supervisors

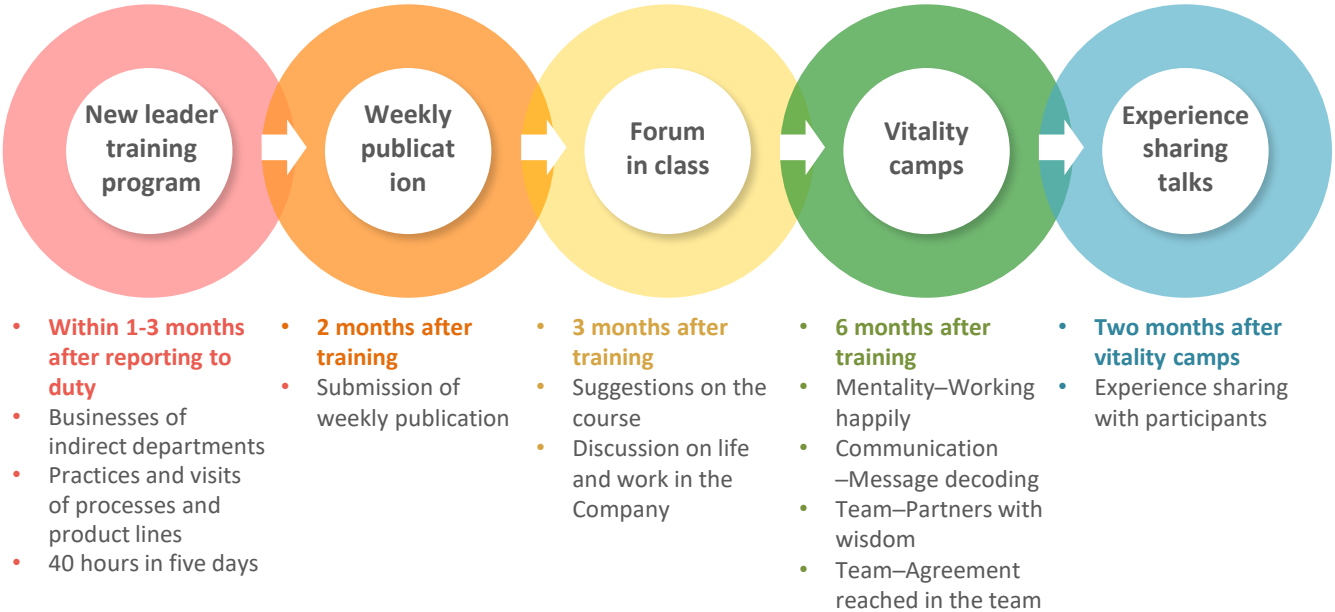


To strengthen management skills, Catcher offers different competency courses for different stages of management to help supervisors quickly adjust their mentality and capability in the event of a job promotion. In the management training for all levels, Catcher focuses on the importance of responsibilities, target control, continuous improvement and enhancement of communication skills.

Besides, the new leader training program launched since 2014 invited the internal elites to share their experiences in class, on weekly publications, seminar interviews, vitality camps for junior managers, and experience sharing talks, which facilitate increasing professional knowledge, management skills, and employee solidarity to build a pool of talent.



★ New Leader Training Program



Internal Lecturer Training



To improve the teaching abilities of internal lecturers so that they can fulfill their duties, all internal lecturers must complete a series of internal training courses that focus on the concepts and practices of being a lecturer, and corporate training for internal lecturers. Each person must complete at least 18 hours training to build the required knowledge and attitude of being a lecturer. Therefore, potential lecturers can present their teaching materials in a logical manner, and properly utilize different teaching methods and skills to inspire learner motivation and transfer their knowledge and skills.

In addition to training courses, each new lecturer must give a test run of their lecture before opening of actual classes. Relevant experts and senior lecturers are invited to provide their opinions and feedback, which can help new lecturers prepare for their classes and demonstrate favorable teaching performance.

Internal trainers play an essential role in sharing personal experiences and knowledge, making them indispensable drivers for talent development within the company. Each year, on Teacher's Day, Catcher presents thank-you cards and gift vouchers to recognize the contributions and dedication of the internal trainers in nurturing talents. This gesture also encourages more outstanding colleagues to join the ranks of knowledge transfer, further expanding the benefits of learning.

General Education Courses



Catcher organizes general education courses as needed, which are aimed at equipping employees with the basic skills they need for extensive development. These courses include topics on employee care and assistance, health seminars and sports, English, and travel. The series of courses offer employees the chance to learn things other than their work profession, thereby achieving self-enhancement and balance in physical and mental development.



3.4 Safety & Health

(1) Policies / Commitments

- Consider “regulatory compliance, ongoing improvements, disaster prevention, implementation of education, active communication” as our management philosophy to convey the policy of “all employees focus on industrial safety so that we can work safe and sound” thereby continuing to implement occupational safety and health management system.

(2) Goals & Target : Zero Occupational Injuries

	2023	2022	2021
Individual Management Rate of High-Risk Personnel 100%	100%	100%	100%
Absenteeism rate <10	4.75	2.28	1.88
Occupational Deaths: 0	0	0	0

*Note: Absence rate is in accordance with the International Labor Organization (ILO) Code of Conduct for Recording and Notification of Occupational Accidents and Diseases. The formula for Absence Rate (AR)=(Total absent days during reporting period/ Total work hours)X200,000

- Medium-term and Long-term: Continue to achieve the goal of occupational safety and health management system optimization, and create zero occupational injuries

(3) Responsibilities

EHS Office and the occupational physician review the employees’ workplaces regularly, and make recommendations for improvement, such as engineering, and redistribution of work. All employees review their working environment and propose risk identification and assessment.

(4) Resources

- Dedicated personnel of safety & health, dedicated nursing personnel, all equipment and engineering to prevent risks, health promotion resources, all kinds of educational training.

(5) Grievance Mechanisms

- Public grievance, employee feedback and grievance channel.



(6) Specific Actions of 2023**✓ Continue To Improve The Safety And Health**

Catcher Tainan Plant was invited by the Tainan City Department of Labor in 2017 to establish the Catcher Occupational Safety and Health (OSH) Family. Embracing the spirit of "mother hen guiding her chicks," Catcher led supply chain partners to collaborate and share resources in the field of occupational safety and health. Together, they devoted efforts to enhance the management knowledge and capabilities of the Catcher OSH Family, thereby reducing workplace risks and disasters.

✓ Deepening the Catcher OSH Family

Catcher actively participated and promoted activities organized by the Tainan City Department of Labor and the Southern Occupational Safety and Health Center for the Catcher OSH Family. These activities included executive forums for the Catcher OSH Family, quarterly communication meetings with supervisory authorities on OSH issues, jointly organized training courses, recreational walking and mountain climbing activities, presentation of OSH training achievements, workplace health certification, and OSH competitions.

In addition to sharing OSH information through regular meetings and training courses, Catcher established an online platform for OSH Family partners. This technology-driven platform facilitated real-time sharing and discussions on regulatory updates and OSH-related cases. With the belief that "OSH can always be improved, but never perfect," Catcher and its supply chain partners steadily moved forward, step by step. Thanks to the efforts of the Catcher OSH Family in 2023, they were awarded the "Excellence Award in Safety and Health Family Performance Evaluation" by the Tainan City Department of Labor.



Catcher implements ISO 45001 Occupational Safety & Health Management System. In order to implement occupational safety and health management, the plans and emergency response procedures have been formulated based on on-site hazard identification and risk assessment mechanism for reducing the occurrence of manmade and non-manmade disasters. In addition to employee safety, employee health is also a major concern of Catcher. The Company regularly provides professional medical consultation service, health checks, and suitable health-promoting plans to protect employees against occupational diseases and injuries and ensure employee health and safety.

➤ Safety and Health Promotion Organization

Ren Ai Headquarters, T.I.P. Factory, and the Y.K.I.P. Factory have Safety and Health Management Committees in place; quarterly meetings are convened to discuss the implementation effectiveness and improvement practices for various safety and health operations. The committee is chaired by the factory manager, and composed of members from department managers, labor representatives and EHS. The average labor representatives from Ren Ai Headquarters, T.I.P. Factory, and the Y.K.I.P. Factory account for 37.25% of the committee, which complies with Article 11 of the Occupational Safety & Health Act. This composition enables the management and employees to communicate safety and health related issues face-to-face.

Furthermore, the factory manager convenes weekly environmental safety and health meetings, during which each factory division engages in discussions on safety issues (safety of mechanical equipment operation, proper rate of fire facilities, measurement of electric disk temperature, noise detection of manufacturing processes, internal and external investigation of occupational injuries, etc.), and health issues (hyperglycemia, hyperlipidemia, and hypertension control, occupational medicine doctor’s consultation and training, stop & restart work evaluation, etc.) of the factory, in order to increase communication frequency and improve the efficiency with which problems are handled. These meetings highlight how much Catcher values employees’ safety and health.





▲ Fire Protection, Earthquake, Leakage and Disaster Prevention Education and Drilling

➤ Safety and Health Management Practices

When planning and executing matters relating to the safety of operating environment, Catcher complies with relevant laws and regulations such as the Occupational Safety & Health Act and its enforcement rules, Labor Health and Safety Facilities Regulation, and Guidelines for Implementation of Labor Workplace Environmental Monitoring. In addition to local regulations, Catcher is also dedicated to staying in line with international development trends and customer requirements. First, we identify and record the activities of different work sites, the raw materials, machineries, equipment, tools, and risk factors involved, and how monitoring is performed. Then, risks are assessed on three dimensions of frequency of occurrence, severity, and risk control effectiveness. Finally, appropriate designs, engineering, administrative control, and continuous training are employed to control the various types of hazard that may arise during machinery operations, use of automated equipment, and handling of chemicals, combustible dust, ergonomic applications. Each factory implements environmental monitoring every year in pursuant to law so as to protect the safety and health of employees and ensure the quality of work environment.



Additionally, to prevent latent risks, dedicated personnel is appointed to conduct daily patrol and inspection for effective control over high-risk operations and common deficiencies. Catcher has an emergency response management procedure and response taskforce in place to facilitate mediation of emergency situations in the event of earthquakes, fire hazards, and chemical leaks. The Company has also joined the National Toxic Hazard Joint Defense System of the Environmental Protection Administration, regularly appointed employees to attend toxic hazard drills, provide mutual support and resource allocation, and increase the company's first-aid capacity. The purpose of these activities are to reduce the scale of disaster impacts and achieve pollution control.

➤ Occupational Injury Statistical Analysis and Safety and Health Awareness

Catcher takes occupational hazard problems very seriously. We appoint dedicated nursing personnel to record and perform statistics on the types of common occupational hazards and the department in which these hazards frequently occur, according to the statistical indicators of the Ministry of Labor. These statistics are used as a basis for developing improvement strategies and training courses. Additionally, management situations are regularly reported to competent authorities and factory managers.

7 occupational accidents occurred inside the company in 2023. Through hazard identification and risk evaluation, Catcher conducts cause analysis for the accidents, and review the software and hardware facilities and SOPs for improvement. We expect continuous improvement in the working environment and safety to reduce the risk of disaster occurrence.

2 0 2 3 Occupational Injury Statistical Analysis in Taiwan plant

	Taiwan plant	
	Male	Female
Frequency of disability injury (FR)	0.74	0.29
Severity of disability injury(SR)	10.7	13.08
Absentee Rate(AR)	2.14	2.61
Occupational Diseases Rate(ODR)	0%	0%
Occupational Diseases	0	0

- Note :■ Occupation disaster category excludes car accidents outside the factory
- Frequency of disability injury (FR) = Number of person with disability injury x 1,000,000/ total working hours, where the number of day with loss starts from 24 hours of the accident, excluding less than one day and accident outside the factory; so does Public injury rate (IR).
 - Severity Rate of disability rate (SR) = Total number of days with loss x 1,000,000/ Total working hours, where the number day with loss starts from 24 hours of the accident, excluding less than one day and accident outside the factory; so does Lost day rate (LDR).
 - Absentee Rate (AR) = (Total absence days during reporting period/ Total work hours)X200,000
 - Occupational Diseases Rate (ODR) = Total number of ODR cases x 200,000/ total working hours *100%

➤ 2 0 2 3 Prevention and Improvement Measures for Occupational Hazards

Type of Occupational Hazards	Description of Occupational Incidents	Improvement Measures
Cut, Laceration, and Abrasion Injuries	<p>While organizing the wiring, an employee failed to notice the placement of a material rack in the environment and accidentally bumped into the side of the rack, resulting in a bruise on the right calf.</p>	<p>✓ If there are any obstructions in the surrounding environment, please remove them before proceeding to work, in order to avoid accidental collisions that could lead to injuries.</p> <p>✓ Conduct a reassessment of hazards and risk evaluation (improvement plan—safety training for organizing wiring and addressing abnormalities)</p>
Cut, Laceration, and Abrasion Injuries	<p>While handling an A-frame ladder, an employee accidentally got pinched, resulting in a laceration on the left index finger.</p>	<p>✓ The staircase had become loose and wobbly due to prolonged use. When an employee was descending and used the staircase for support, their hand was caught at a pinch point. The staircase has since been replaced with a new one.</p>
Cut, Laceration, and Abrasion Injuries	<p>While transporting the bottom layer of a machine base, the base accidentally slipped, resulting in a sharp edge cutting the employee's finger.</p>	<p>✓ Emphasize the use of a jig or lifting device when transporting machinery to assist with handling.</p> <p>✓ Conduct a reassessment of hazards and risk evaluation (using a jig or lifting device for transportation).</p>
Falls	<p>An employee accidentally fell while descending the stairs after missing a step.</p>	<p>✓ Post safety slogans in the stairwell to promote awareness (e.g., "Watch for Slips," "Use Handrails," "No Running," and "Don't Use Your Phone")</p>
Falls	<p>An employee was riding a motorcycle in the parking lot when they swerved to avoid a traffic cone placed in the middle of the path, causing them to hit a parking space line and fall off the bike, resulting in abrasions and sprains to their hands and legs.</p>	<p>✓ Increase manpower for regular inspections on rainy days to clear standing water from the ground and to monitor the frequency of inspections, while advising caution when entering the parking lot.</p> <p>✓ Review the placement and positioning of traffic cones and anti-slip signs.</p> <p>✓ Conduct a reassessment of hazards and risk evaluation (mechanism for managing standing water in the parking lot).</p>
Falls	<p>In the plastic melting area, water occasionally splashes onto the floor, causing employees to slip and fall when walking through.</p>	<p>✓ Install anti-slip mats and post hazard warnings in the area to remind personnel to wear slip-resistant shoes while working.</p>
Improper Movements	<p>While performing the preliminary work for a jig replacement, an employee lost grip on the jig, causing it to fall and resulting in a crushing injury with a closed fracture and laceration.</p>	<p>✓ Install anti-slip mats to eliminate slippery conditions and prevent falls.</p>

Every year, Catcher continues to arrange safety and health-related training to shape a culture of workplace safety. Through safety and health awareness, employees are fully equipped to comply with safety and health policies, and therefore, Catcher establishes the correct concepts, and works together toward building a safe workplace.



▲ CPR+AED Operation Training

2023 Outcomes of Safety and Health Training for Employees in Taiwan

Safe Environment

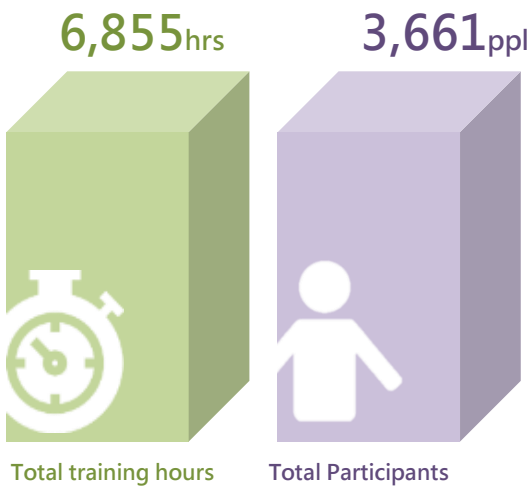
1. Noise Operation Occupational Safety In-service training
2. Powder/dust Operation Occupational Safety In-service training
3. User instruction of danger object public awareness and chemicals
4. Disaster Prevention Educational Training & Exercises in fire services, earthquake, leakage
5. Emergent evacuation for fire service exercise (factory and dormitory)
6. Safety and health education and training for first responders
7. Safety and Health Education and Training for New or Transferred Employees
8. Introduction and Prevention of Common Occupational Musculoskeletal Disorders
9. Training and Initial Meeting for Greenhouse Gas Inventory Operations

Online courses

1. General hazardous substance and chemical safety and health education and training.
2. Safety and health education and training for in-service and job change activities.
3. Prevention of dust hazard safety and health education and training.
4. Hearing protection and prevention safety and health education and training.
5. Workplace interpersonal communication.
6. Management and care for foreign employees.
7. Employee care guidelines.

Health

1. CPR & AED operation training
2. Metabolic syndrome prevention training
3. Food poisoning health educational training
4. Introduction of notifiable infectious diseases and in-plant notification procedures
5. Introduction to common occupational muscle/bone disease and prevention
6. Communication management skills (starter)
7. Workplace interpersonal communication



➤ Health Checks and Health-Promotion Programs

Catcher cooperates with occupational disease specialists from National Cheng Kung University Hospital to provide medical consultations and referrals for employees through the medical window in the factory, and actively assess the health hazards that may be caused by the working environment. Catcher cooperates with professional medical institutions every year to host health checks for employees who handle general and special hazardous operations. The frequency and items of health checks that we offer are superior to local statutory requirements. It establishes the risk level based on the results of the health check report, and arranges physicians for following up.



▲ Physician on-site visit



▲ Metabolic syndrome prevention course

According to employees' health check results over the years, we found that a majority of employees in all age groups exhibited slightly higher body fat level. To comprehensively, continuously and actively promote the physical and mental health of the employees, diverse physical exercise and health courses were opened in 2021 under the support of managements. An occupational disease specialist was invited to the factory for metabolic syndrome prevention course. In this way, Catcher promotes the employees of health knowledge and habits and help them fight against obesity and chronic disease. In other words, helping employees to stay healthy is our long-term goal.

➤ Protection of Maternity in the Workplace

For the female employees responsible for specific job may hazard their health, Catcher evaluates and controls the risks, arranges doctor's interview, risk level management, arranges work distribution properly, and other related measures. The implementation is regularly tracked by professional nurses. In addition, Catcher provides female employees with health guidance, health information, parking spaces, breastfeeding room, and so on, to properly protect maternity and breed health next generation.

Promotion of Maternity in the Workplace

- **Health Risk Assessment**
Focus on pre-pregnancy, pregnancy, childbirth, and breastfeeding employees. Catcher implements health risk assessment in the workplace, and ranks and manages risks, and control hazard.
- **Breastfeeding Room**
Build a breastfeeding room in each factory
- **Doctor's Interview**
Arrange interviews with the doctor and nurse, provide health guidance, health information
- **Exclusive Parking Space**
Set up Exclusive parking space for pregnant women in each factory
- **Work re-assignment**
Female employees classified as the third level of health risk rating will follow the recommendations of occupational medical doctor, such as working environment change, working hours adjustment, and jobs re-assignment.

➤ Occupational Safety & Health Implementation

By continuously implementing occupational safety & health management measures and assigning safety personnel at every plant, Catcher builds a safe and healthy environment where employees can work with ease. It also carries out operational environment monitoring, onsite inspections and equipment checks.

Environment Surveillance on Labor Work

In compliance with the Implementation on Monitoring Labor Work Environment Measures, Catcher’s Work Safety Office has developed a work environment monitoring plan with officers in the factory, labor representatives of every process and work environment monitoring institute, certified by the central competent authority pursuant to operational patterns (sampled once quarterly or every half year) annually. This process included danger identification and data collection, grouped setting of similar exposure, planning and implementation of sampling strategy, sample analysis, data analysis and evaluation etc.

An approved third party unit was invited to implement chemical factor monitoring in the work environment to master real-time conditions of labor work and evaluate exposure and report the analysis to the information system designated by the central competent authority. In addition, Catcher also sends every round of sampling data statistics for analysis, and optimizing working environment for employees via engineering process.

Patrolling Inspection and Follow-up Improvement

Catcher introduces patrol checks data entry system and safe environment audit & defect entry system where data entries are input and studied in the frequency as follows: joint patrol checks more than twice each month by top supervisors in the factory, more than twice each week by the Chief of Manufacturing, more than once each day by work safety unit, more than once each day by field unit , more than twice each weekend by security guards and other project-based safety checks, and performance is tracked via instant improvement and calling for services.

Equipment Safety Management

Catcher introduces Equipment Maintenance & Checkup Registration System and the person-in-charge of equipment is requested to accomplish self checks before starting work every day, and the result is requested to input into the system for continuous operation, same rule applies to monthly and annual maintenance.

Professional Work Safety Managers

Each factory is set with the Member of Labor Safety Organization in compliance with laws and regulations, and operators are requested to implement jobs with related correspondent licenses (e.g., first aid personnel, forklift operators, fixed crane operators, supervisors for dust/organic solvent/oxygen-deficient operations, etc.)pursuant to each pattern of process. With license management system, the expiration of licenses by every unit of staff, notice of earlier return for training, appointment for staff in transit and out of service, along with license replacement. For training and assigning first-aid personnel, Catcher assigned professional, licensed staff to ensure implementation and supervision of safety operations, following strict guidelines and procedures.

▼ The Safety & Health Award in 2023

- ★ Occupational Health and Safety Family Excellence Award - Presented by Tainan City Government
- ★ Healthy Workplace Certification and Health Promotion Label - Presented by Ministry of Health and Welfare

3.5 Social Participation and Public Welfare

Upholding the spirit of "giving back what is taken from society," Catcher is committed to social welfare and continues to establish partnerships with local residents, disadvantaged groups, and other stakeholders, invest monetary contributions and resources to facilitate social development. Catcher and the Catcher Educational Foundation engage in a wide variety of social events that cover aspects such as talent cultivation, music and art, and social concern,. In 2023, Catcher Group invested a total sponsorship amount of NT\$17,035,650 in domestic cultural development. Meanwhile, Catcher is also an active member of chamber of commerce, associations, and national institutions to facilitate communication with external stakeholders and enhance corporate image and influence.

➤ 2023 Participation in External Organization

	Membership	Date of Entry	Management Positions	Stakeholders Involved
Tainan Technology Industrial Park Association of Commerce	➤ General member	Membership No. 71		Government agencies and community residents
Tainan Industry Association	➤ General member	2008/10		Government agencies
Taiwan Electrical and Electronic Manufacturers' Association	➤ General member	2014/4/9		Customers, government agencies
Straits Economic & Cultural Interchange Association	➤ Group member	2013/2/8	Director	Government agencies, news media
Taipei Computer Association	➤ General member	2013/7		Customers, government agencies
Taiwan Composite Material Industry Association	➤ General member	2014/4/1		Customers, government agencies
Taiwan Mergers & Acquisitions and Private Equity Council	➤ Individual member	2016/10/1		Investors, shareholders
The Third Wednesday Club	➤ General member	2016/5/27		Investors, shareholders
Kaohsiung Personnel Representative Association	➤ General member	2016/7		Employees, government agencies
Institute for Biotechnology and Medicine Industry	➤ Group member	2019/9/3	Director	Government agencies, news media
Tainan City Nurses Association	➤ Registered nurses/Licensed practical nurses	2016/8/11		Employees, government agencies
Great Tainan Nurses Association	➤ Registered nurses/Licensed practical nurses	2011/2/23		Employees, government agencies

➤ Participation in Social

Catcher values long-term care for the needs of the surrounding communities. Each year, through various channels, we actively promote friendly interactions with local residents, sponsoring and participating in community events such as community development association activities and important festive celebrations. This fosters a strong bond and caring relationship with the community, strengthening our ties and commitment to their well-being. Additionally, the Tainan Ren-Ai Plant is situated near conservation areas. We take measures to internally monitor pollution prevention and emission control while also working together with community residents to protect the habitats of endangered species and maintain environmental ecology. If there are any suggestions or feedback from the neighboring communities, they are welcomed and can be communicated through the company's phone lines, official website's stakeholder contact section, or other provided means of contact. Upon receiving such feedback, the company will assign responsible personnel to understand the situation and take appropriate actions promptly.

➤ Important Activities of Social Participation

Continue Implementation of Computational Thinking Promotion Project

Catcher keeps devotion of the initiative of the Tainan City Primary School Computational Thinking Promotion Project for 5 consecutive years, helping local students improve capabilities of logical thinking and proper use of information. As advanced countries adopt computational learning into their main curriculum for primary schools, Taiwan has continuously enhanced its IT education to help students receive programming language courses in early education to prepare and provide for a better future. This year, Catcher continues its reinforcement on the depth of computer and technological learning and advancement by training educators across 30 schools to improve their teaching methods and practices by , sponsoring incentives and annual competitions for teachers and students to foster competitiveness and enhance their learning skills in the future.



▲ Primary and Secondary School Programming Competition Awards Ceremony

New Year's Warmth Event at Ren'ai Home

Since 2015, Catcher has been collaborating with the nearby private Ren-Ai Child Care Center to organize a caring event. The "2023 New Year Love Campaign" involved the children from the childcare center filling out wish lists. Catcher employees voluntarily picked these wishes and personally prepared gifts to fulfill the children's dreams, showing care for the neighboring community. A total of 32 exquisite and practical New Year gifts were donated, along with free contributions amounting to NT\$51,000 .



▲ New Year's Charity Gifts Delivered to Children

Constant Warm and Love with A Kernel of Wheat Foundation

Catcher has sponsored the "Year-End Care for Seniors and New Year's Goods Purchasing Activity" organized by the A Kernel of Wheat Foundation for eight consecutive years. Due to the pandemic's impact over the past three years, the traditional gathering was replaced with a "Home Delivery of Care Packages." This year, we are finally able to resume the gathering, partnering again with A Kernel of Wheat Foundation to ensure that this care continues. We aim to help vulnerable seniors and people with disabilities feel the festive atmosphere ahead of the holidays, extending warmth and compassion throughout the community.



Long Term Support in Readings at Rural Area

Since 2014, Catcher has been a long-term sponsor of the "Sowing Seeds of Reading: Giving Children a Future" program by Global Views Education Foundation. This initiative has allowed students in 153 schools in remote areas of Tainan City to access the latest issue of "Future Youth" magazine. This year, we resumed in-person visits, going to Dongxing Elementary School in Tainan City's Xiaying District to engage in discussions and interactions with teachers and students. This allowed us to better understand the needs of children in remote areas and provide encouragement, inspiring them to transform the knowledge they acquire into strength and develop new opportunities and competitiveness.



▲ Global views Foundation's Rural Reading Program

Blood Donation and Sponsorship

Since 2015, Catcher has been collaborating with the Tainan Blood Center to hold blood donation events. The bloodmobile enters the factory premises, inviting employees to respond to the call to "donate blood, spread love." By doing so, Catcher aims to ensure that patients in urgent need of blood transfusions receive proper treatment. Additionally, Catcher offers voucher rewards to encourage more people to join the blood donation movement. In 2023, a total of 360 participants donated 149,250 cc of blood, establishing a positive public image for public welfare.



▲ Care & Love Blood Donation Day

Catcher has also been sponsoring the Tainan Blood Center's Corporate Blood Donation Week since 2021, aiming to encourage the general public to participate in blood donation. In 2023, a total of 2,317 participants donated 891,750 cc of blood. As a result, Catcher received recognition as an outstanding blood donation unit from the Taiwan Blood Services Foundation for the third time.



▲ Off-site Blood Donation Day



▲ Outstanding Blood Donor Award

Organizing the "Catcher Cup" Go Tournament

Since 2003, Catcher and the Catcher Educational Foundation have been organizing the "Catcher Cup" National Go Tournament to promote a balance between academics and leisure. This tournament has been held for 20 years and has become a well-known event in promoting Go education and encouraging positive activities among youth. The 20th edition of the tournament took place on May 7, 2023, at gym of the Tainan Municipal Xinying Stadium, with approximately 700 participants. Through the promotion of Go education, the event aims to cultivate virtues such as patience, concentration, and logical thinking among young people, contributing to a positive social atmosphere.



▲ "Catcher Cup" National Go Tournament Awards Ceremony

Excellence Program Book Donation Event

The Catcher Education Foundation cares about the future of underprivileged students and participated in the 'Excellence Program Book Donation Event' organized by the Southern Tainan Child Welfare Center. This initiative supports a book donation campaign initiated by the Kaohsiung Senior High School Alumni Association, aimed at reducing the barriers and conditions for children from disadvantaged families to access quality reference books. By providing more learning resources, these children can focus on their studies and aspire to gain admission to their ideal schools, embarking on their future journeys toward their dreams.



▲ Excellence Program
Book Donation Event

Continue Art & Literature Promotion

Catcher Educational Foundation is committed to charity, education, and art and literature promotion for many years. We do our best to support various music and art performances. In addition to donation of these performances, Catcher has provided tickets to the employees and disadvantaged groups in recent years. Thus, ordinary people can appreciate these beautiful music and art talents, expand the vision of music and art, and support the fine performers.

➤ 2023 Large-scale Art Performances Participated / Sponsored



➤ 2022.10.22-2023.02.19
Organizer : Kaohsiung
Museum of Fine Arts

《minä perhonen皆
川明 つづく》



➤ 12.03
Organizer : All U people
theatre

《Cape No. 7 Dream
Maker》



➤ 11.12
Movie Day

《816 BIG》



➤ 12.17
Organizer : Zeelandia
Dementia Association

《Wings of Sound: On
the Way to Zeelandia》



➤ 11.25
Organizer : Ming Hwa
Yuan Arts & Cultural Group

《Green Cicada》





4. Environmental Harmony

- 4.1 Management System Operation
- 4.2 Countermeasures for Climate Change
- 4.3 Environmental Pollution Prevention
- 4.4 Climate Change Strategy

4.1 Management System Operation


Catcher has obtained the ISO 14001 Environmental Management System verification and ISO45001 Occupational Health and Safety Management System, and every year, it is subject to third-party verification and certificate replacement in pursuant to ISO standard regulations. By employing management systems, Catcher has constructed internal environmental management model to protect the environment, prevent risks, raise environmental awareness, and build a good corporate image, thereby fulfilling its environmental responsibilities. Under the normal operation of the management system, regular reviews are conducted to assess the applicability and effectiveness of the management system.

The scope of Catcher 's environmental management system includes all Catcher products, production process, and peripheral activities and services, as well as the arising pollution situations, raw material use, hazardous substance management, pollutant handling, and matters stipulated by relevant laws and policies. To ensure absolute implementation, a Management Promotion Committee has been setup, with the Chairman acting as the highest authority who announces management policies and commitments, and invites all units to elect committee members who can work together to achieve effective management. The formation of such committee demonstrates how much Catcher values environmental management. Additionally, schedule time sheet is planned and implemented, while management review meetings are held periodically to monitor and track implementation effectiveness.

Catcher follows the ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and the PDCA (Plan-Do-Check-Act Cycle), as well as customer requirements, to systematically execute and manage various pollution control and environmental protection measures. We actively promote energy conservation, carbon reduction, and the conservation of water resources, including measures for exhaust gas and wastewater discharge and waste management. These actions are carried out in accordance with the emission standards set by relevant laws and regulations in the country where the factory is located. We entrust qualified waste disposal companies to handle the waste generated within the factory, fulfilling Catcher' s responsibility for environmental maintenance. In 2023, Catcher' s total environmental expenditures amounted to 42,799,678 TWD.

In 2023, Catcher did not receive any judicial or administrative punishment for violating environmental laws or regulations, nor did it receive official reports of environmental grievances, both showing Catcher 's capability to produce satisfactory environmental performance, which facilitates normal business operation and reduction of penalty-related financial risks. Regarding strategic planning, the global business environments have seen changes in regulatory requirements, international management system standards, stakeholder requirements and the requirement of the ISO 14001: 2015 and ISO 45001 : 2018. To reduce the environmental impact of production, activities, and services, and to provide safe and healthy working conditions to prevent work-related injuries and health effects, thereby lowering risks for stakeholders such as workers, suppliers, contractors, and the community, Catcher will continue to strengthen the implementation and improvement capabilities of its management system, moving towards sustainable governance.

➤ Catcher' s Occupational Health and Safety Management System Policy

Policy	Focus	Implementation
 Regulatory Compliance	Compliance with and conformance to legal regulations and other requirements as agreed for compliance by the organization	Catcher promises to regularly inspect the addition or amendments of government-related laws and regulations, and verifies the compliance of its legal regulations with statutory requirements to meet the minimum requirement of the environmental management system. Furthermore, Catcher also takes into consideration the needs of its stakeholders as well as the prospects and trends of international environmental and protection practices to compile a list of other requirements that the company agrees to comply with, which are expected to facilitate comprehensive compliance with relevant regulations.
 Ongoing Improvement	Creating favorable operating environment through pollution prevention, energy conservation, automatic examination, and promotion of resource recycling to continuously improve environmental safety and health management performance	Catcher promises to follow the most recent version of the ISO 14001: 2015 Environmental Management System requirements to build, implement, maintain, and continuously improve environmental management system. Through governmental laws and regulations, stakeholders ' requirements, international trends in environmental management and protection measures, as well as risk assessment mechanisms for environmental aspects, Catcher is not only passive toward regulatory compliance but it is also active toward providing feasible preventive measures for environmental issues such as energy saving, greenhouse gas reduction, water resource recycling and sustainability, in order to prevent inflicting irreversible damage to the environment.
 Disaster Prevention	Preventing the occurrence of occupational injuries, health hazards, diseases, and accidents to protect the safety and health of all employees and partnering suppliers, contractors, and visitors	Catcher promises to not only adhere to the environment-related requirements and regulations stipulated by its stakeholders, but also adopt risk management practices, including risk identification, assessment, handling, and prevention, to prevent the potential risks of air pollution, effluent treatment, waste disposal, and toxic substance management on the company ' s business operation and to mitigate the negative influence of these processes on the environment. In addition, Catcher also formulates adequate active and passive goals and performance indicators for its environmental management system, and regularly monitors its environmental management performance to understand the effectiveness of its disaster prevention and continuous improvements and to ensure that the company' s management process is in line with the goal of its default plans.
 Implementation Of Education	Educate employees and propagate concepts of environmental protection, safety, and health to improve employees' knowledge on environmental safety and health and the responsibilities they should fulfill during daily operations	Catcher promises to build an organizational culture that values the importance of environmental protection and management, infusing it in training programs, case studies, internal meetings, and onsite and system inspections for new recruits to existing employees. In other words, various approaches are constantly employed to strengthen the environmental awareness of supervisors and onsite operators and to realize environmental concepts in daily operations.
 Active Communication	Building interactive communication channels for stakeholders to facilitate employee participation through communication, inquiries, and information transfer	Catcher is committed to establishing transparent and smooth communication channels for its stakeholders, including the setup of official websites, Facebook fan page, hotline, and designated email for collecting stakeholder suggestions and feedback, which can provide reference for optimization of environmental management systems. Our sustainability report is also a crucial channel through which to communicate with our stakeholders and regularly update them on Catcher ' s efforts and outcomes in environmental protection and management.

4.2 Climate Change Mitigation

In response to the escalating impact of climate change and extreme weather events, Catcher is actively addressing the risks and opportunities arising from climate change. The company utilizes the framework of the Task Force on Climate-related Financial Disclosures (TCFD) to identify climate-related risks and opportunities, identify significant climate risks and opportunities, develop response strategies and objectives, and then implements appropriate management strategies.

Governance

How the board of directors oversees climate-related issues

- ◆ Establish a Sustainable Development Office directly under the Chairman, serving as the core team for sustainable development. This office serves as the core team for sustainable development, enhancing the company's competitiveness in sustainable development, and formulating policies in the areas of corporate governance, environmental protection, and social engagement based on international trends.
- ◆ The Sustainable Development Department regularly analyzes international trends in sustainable development to assess their impact on the company's operations, formulate necessary strategies and action plans, and report the implementation progress to the Board of Director quarterly.

How senior management evaluates and manages climate-related issues

- ◆ The Sustainable Development Department regularly convenes meetings to review the progress of relevant units in implementing projects related to corporate governance, environment, and social aspects. It also gathers stakeholder requirements and assesses the effectiveness of various sustainable development projects for reporting to the board of directors.

Strategy

Short, medium, and long-term climate-related risks and opportunities identified by the company

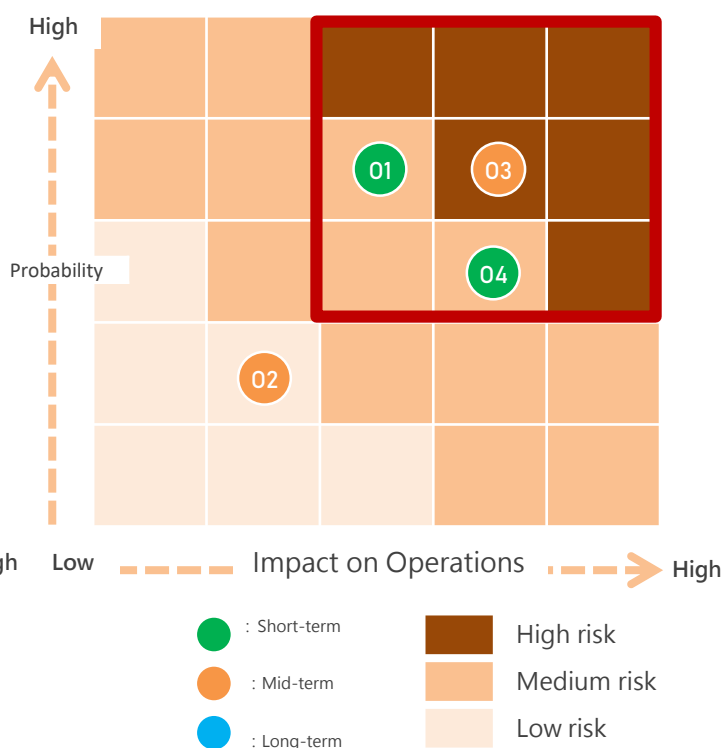
- ◆ Based on the TCFD framework, Catcher identifies actual risks, transition risks, and climate opportunities arising from operational activities, industry types, and supply chain relationships. Led by the Sustainable Development Office, we collect a total of 12 risks and opportunities, including 5 transition risks, 3 physical risks, and 4 climate opportunities, based on external and internal issues related to risk categories. Through senior management meetings, we prioritize and filter the impacts of climate-related risks and opportunities according to likelihood (low, medium, high), severity of impact (no hazard, very low risk, low risk, medium risk, high risk), and duration of occurrence: short-term (1-3 years), medium-term (3-10 years), and long-term (>10 years). The details are shown on the next page.



➤ Risk Matrix



➤ Opportunity Matrix



Type	Risk code	Item	Risk/Opportunity Issue	Time	Included
Transition Risks	R1	Policy and Legal Risk	International carbon tariffs, Taiwan's carbon fees, Taiwan's Renewable Energy Development Act, and mandatory disclosure obligations for ESG-related reporting.	Short-term	YES
Transition Risks	R2	Technology Risk	In response to the trend of low-carbon technology development, we are investing in research and development by incorporating low-carbon and recycled materials.	Mid-term	YES
Transition Risks	R3	Technology Risk	In terms of products and services, we are implementing a low-carbon production transformation and enhancing the energy efficiency standards of various assets, which requires upgrading and replacing equipment.	Mid-term	YES
Transition Risks	R4	Market Risk	In response to customer and international initiative requirements, we are increasing the proportion of renewable energy usage and related expenditures.	Short-term	YES
Transition Risks	R5	Reputation	In recent years, with the development trend of ESG, failing to take proactive environmental sustainability measures could result in losing favor with customers and investors. → Therefore, our company is actively developing various ESG initiatives and participating in carbon reduction activities. We have submitted our commitment to the Science Based Targets initiative (SBTi) to set an absolute target of 1.5°C and are undergoing verification. In the future, we will publicly disclose our carbon inventory results and reduction performance annually.	Short-term	NO
Physical Risks	R6	Acute Risk	Due to the increased frequency and severity of sudden heavy rain and flooding, we anticipate potential capacity shortages and financial losses for the company. → However, based on the location of our company, there is no significant impact expected.	Short-term	NO
Physical Risks	R7	Chronic Risk	Changes in rainfall patterns leading to drought require water resource management, which is expected to result in increased operational costs and impacts.	Mid-term	YES
Physical Risks	R8	Chronic Risk	The continuous rise in temperatures and heat impacts the operation of machinery and equipment, leading to increased intensity of air conditioning and energy usage.	Mid-term	YES

Type	Risk code	Item	Risk/Opportunity Issue	Time	Included
Climate-related Opportunities	O1	Products and Services	International brands require their supply chains to reduce carbon emissions, and responding proactively may lead to receiving more orders.	Short-term	YES
Climate-related Opportunities	O2	Resource Efficiency/ Energy Source	In response to the trend of using low-carbon/recycled materials and increasing the use of renewable energy, we are gradually raising the proportion of low-carbon raw materials such as water-powered aluminum and recycled aluminum in our production, thereby reducing operational costs.	Mid-term	YES
Climate-related Opportunities	O3	Resource Efficiency	By implementing smart manufacturing automation processes, we aim to improve production efficiency and reduce the consumption of energy and resources, thereby lowering certain operational costs.	Mid-term	YES
Climate-related Opportunities	O4	Resilience	Actively participate in low-carbon initiatives within the upstream and downstream supply chains to gain customer favor and increase orders.	Short-term	YES

Risk Management

- This process is the identification and assessment of probability and impact severity on actual risk, transition risk and climate-related opportunities, and should be analyzed across short-, medium-, and long-term time frames.
- The below table is to describe how processes and managing climate-related risks are integrated into the organization's overall risk management:

Risk Identification and Assessment	Risk Control and Mitigation	Risk Response	Risk Monitoring and Reporting
<ul style="list-style-type: none">Identify risk categories and items.Confirm the degree of risk impact and its effect on the company's operations.	<ul style="list-style-type: none">Relevant departments propose risk control and mitigation plans.Regularly report on the progress and effectiveness of plan implementation.	<ul style="list-style-type: none">Refer to ISO 22301 framework to develop Business Continuity Plans.Conduct regular education, training, and emergency response drills.	<ul style="list-style-type: none">Regularly report on risk monitoring and the effectiveness of countermeasures.

- Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios: Scenario setting transformation risk is based on Taiwan's NDC emission reduction target and IPCC AR6-SSP1-1.9 scenario, scenario analysis of controlling 1.5°C, and physical risk is based on IPCC AR6-SSP5 8.5 The Worst-case Scenario. The overall assessment on impact severity to company operation is shown in the table:

Risk Type	Climate Scenario	Description Impact
Transition Risk— Net Zero Emissions	<ul style="list-style-type: none">Most optimistic control (1.5°C) – SSP1-1.9Taiwan's "Intended Nationally Determined Contribution" (INDC) set net greenhouse gas emissions in 2030 reduced by 24%+ -1% and pathway and strategies for Taiwan's 2050 net-zero emissions	<ul style="list-style-type: none">➤ To help ensure that the warming to this 1.5°C scenario will not have a business impact on operations, greenhouse gas inventory and inspection costs, related construction and procurement of renewable energy costs, and other related greenhouse gas reduction costs are increased.
Physical Risk— Drought	<ul style="list-style-type: none">The Taiwan Climate Change Estimation Information and Adaptation Knowledge Platform project's key climate change indicators for Taiwan, assessed using the IPCC AR6 SSP5 8.5 scenario and the longest consecutive days without rainfall evaluation toolWorld Resources Institute (WRI) water resource risk assessment tool	<ul style="list-style-type: none">➤ The identification results indicate that for the location of our company in Tainan City, the average longest consecutive days without rainfall from 1995 to 2014 was 62.1586 days. It is expected to increase to an average of 64.9517 days from 2041 to 2060, representing a change of 4.5%. The Suqian plant in China is assessed to have a low to moderate water scarcity risk, at 5%-25%.➤ This will increase the cost of obtaining water resources, impacting operations.
Physical Risk— Heat wave	<ul style="list-style-type: none">The Taiwan Climate Change Estimation Information and Adaptation Knowledge Platform project's key climate change indicators for Taiwan, focusing on the maximum daily high temperatures under the IPCC AR6 SSP5 8.5 scenario	<ul style="list-style-type: none">➤ The identification results indicate that for the location of our company in Tainan City, the average maximum daily temperature from 1995 to 2014 was 35.4054°C. It is expected to rise to 36.8564°C from 2041 to 2060, an increase of 1.451°C.➤ This temperature rise will increase energy usage and operational costs.
Physical Risk— Flood	<ul style="list-style-type: none">According to the flood disaster potential map from Taiwan's National Disaster Prevention and Rescue CenterBased on the water resource risk assessment tool from the World Resources Institute (WRI).	<ul style="list-style-type: none">➤ The identification results indicate that under the condition of a 24-hour delayed rainfall of 650mm, there is no direct impact on the location of our company in Tainan City. The Suqian plant in China has a low to moderate risk of coastal flooding (7 to 9 parts per million.).

The impact of climate-related issues on Catcher's business model, strategy, and financial planning.

- ◆ After identifying climate-related risks and opportunities, Catcher has provided a comprehensive explanation and identified climate-related risks and opportunities. The financial impacts and mitigation measures are summarized in the table below, analyzing climate risks and opportunities separately.



Sustainable communication		Corporate Governance	Social Harmony	Environmental Harmony			Appendices
Risk and Opportunity		Risk Issue Identification	Risk Location			Potential Financial Impact	Risk Mitigation Plan
			Upstream	Catcher	Downstream		
Transition Risks	R1 Carbon Tariff/Carbon Fee	Taiwan is expected to implement a carbon tax starting in 2025.		V		Future Cost Increases	<ul style="list-style-type: none"> Through the SBTi commitment, we are setting absolute greenhouse gas reduction targets under the scenario of limiting global warming to 1.5°C, and we will publicly disclose our carbon inventory results and reduction performance annually. Implement a green procurement system by selecting environmentally friendly energy-saving equipment and low-carbon/recycled raw materials. Ensure regular maintenance of production equipment to maintain high operational efficiency. Seek low-carbon/recycled materials, such as recycled aluminum, and develop low-carbon technologies while ensuring quality control of recycled materials. Installation of the solar power generation equipment at the Yongke factory is expected to be completed by 2024. Explore collaboration opportunities with companies in renewable energy and low-carbon technologies. Increase energy-saving equipment. Enhance the efficiency of water resource reuse: <ol style="list-style-type: none"> Continuously optimize wastewater recovery systems. Recover wastewater from the pure water system for replenishment in the cooling tower. Introduce wastewater filtration systems to recycle grinding wastewater. Increase the proportion of external resource reuse by seeking new partners to enhance resource recycling. Actively participate in low-carbon initiatives within the supply chain and implement various carbon reduction plans (such as procuring renewable energy and participating in government supply chain carbon reduction programs, etc.). Enhance cooperation with upstream and downstream partners in the supply chain to jointly execute carbon reduction plans. Seek new partners for collaboration to increase the proportion of external resource reuse.
	R1 Mandatory Carbon Disclosure Obligations	There will be an increase in greenhouse gas inventory operations and demand for third-party verification.		V		Increase in Indirect Operating Costs	
	R4 Responding to Customer and International Initiative Requirements	In response to customer and international initiative requirements, ESG performance must be reported on designated public platforms.		V		Increase in Indirect Operating Costs	
	R2 Introducing Low-Carbon/Recycled Raw Materials	The introduction of low-carbon/recycled materials is expected to increase procurement costs.		V		Cost Rise	
	R3 Low-Carbon Production Transformation, Resource and Energy Efficiency Improvement, and Replacement	Assessing the addition of solar energy equipment is anticipated to increase equipment costs and maintenance expenses.		V		Increase in Capital Expenditures	
Physical Risks	R8 Continuous Rise in Temperature and Heat	An expected increase in air conditioning and energy usage will lead to higher operational costs.		V		Increase in Operating Costs	<ul style="list-style-type: none"> Enhance the efficiency of water resource reuse: <ol style="list-style-type: none"> Continuously optimize wastewater recovery systems. Recover wastewater from the pure water system for replenishment in the cooling tower. Introduce wastewater filtration systems to recycle grinding wastewater.
	R7 Drought Caused by Changes in Rainfall Patterns	Drought conditions will require water resource management, which is expected to incur additional transportation and logistics costs.		V		Increase in Operating Costs	
Opportunity	O1/O2/O3 Actively Implementing Sustainability Measures	Actively pursue sustainability goals to enhance the company's positive image, with the expectation of receiving more orders.		V		Expected Increase in Revenue	<ul style="list-style-type: none"> Increase the proportion of external resource reuse by seeking new partners to enhance resource recycling. Actively participate in low-carbon initiatives within the supply chain and implement various carbon reduction plans (such as procuring renewable energy and participating in government supply chain carbon reduction programs, etc.). Enhance cooperation with upstream and downstream partners in the supply chain to jointly execute carbon reduction plans. Seek new partners for collaboration to increase the proportion of external resource reuse.
	O4 Enhancing Resilience in Sustainable Operations	Actively participate in low-carbon initiatives within the supply chain to gain customer favor and increase orders.		V		Expected Increase in Revenue	

Indicators and Targets

Evaluate climate-related risks and opportunities using indicators aligned with strategy and risk management processes.

- Catcher establishes relevant indicators and targets based on the risks of climate change and their impacts.
- The setting of indicators and targets includes Scope 1, Scope 2, and Scope 3 greenhouse gas emissions and associated risk assessments, renewable energy management, energy savings, air pollution, waste management, and water resource management, with short, medium, and long-term indicators and targets. These will be disclosed annually regarding their progress.

➤ 2023 Execution Highlights

Greenhouse Gas Emission

- In 2023, we submitted our SBTi commitment to achieve a 42% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030 compared to the baseline year of 2022, and a 25% reduction in Scope 3 emissions; aiming for net zero by 2050.
- The group's Scope 1 and Scope 2 greenhouse gas emissions decreased by over 4.2% in 2023 compared to 2022. **[Goal Achieved]**
- Catcher participated in the Clean Energy Fund investment, accumulating approximately \$70 million by 2024 to support the development of the green energy industry.
- The proportion of recycled raw materials in our processes is over 75%.
- In product carbon footprint management, we have implemented green procurement, using 99% recycled aluminum as raw material and integrating renewable energy in our processes to reduce overall greenhouse gas emissions and environmental impact.

Renewable Energy Management and Energy Conservation

- The group has installed rooftop solar power generation facilities at each plant, generating over 26.5 million kilowatt-hours annually.
- By optimizing power usage efficiency through energy-saving equipment, variable frequency drives, and waste heat reuse, we anticipate saving at least 2,554 tons of CO2e by 2024.

Air Pollution

- Measures and control equipment related to air pollution comply with regulatory requirements **[Goal Achieved]**

Waste

- The actual waste reuse rate is 93.71%. **[Goal Achieved]**

Water Resource

- The quality control of discharged water complies with regulatory requirements. **[Goal Achieved]**
- Recycled water accounts for 28.14%. **[Goal Achieved]**

4.3 Greenhouse Gas Control and Energy Management

(1) Policies / Commitment

- Committed to promoting energy conservation and carbon reduction, as well as related management information for greenhouse gas inventory and disclosure, in order to effectively monitor greenhouse gas emissions. Based on this, feasible reduction strategies will be developed to contribute to the well-being of the Earth.

(2) Goals & Target : Minimize the Impacts

	2023 Actual Performance	2024 Short-term Goal	2030 Mid-term Goal	2050 Long-term Goal
Greenhouse Gas Management Based on SBTi Absolute Reduction Targets	In 2023, the Scope 1 and Scope 2 greenhouse gas emissions at the Taiwan facility decreased by over 4.2% compared to 2022. [Goal Achieved]	In 2024, the entire group's Scope 1 and Scope 2 greenhouse gas emissions are expected to decrease by at least 4.2% annually compared to 2022; Scope 3 emissions are expected to decrease by at least 2.5% annually compared to 2022.	<ul style="list-style-type: none">By 2030, the entire group's Scope 1 and Scope 2 greenhouse gas emissions are expected to be reduced by 42% compared to 2022; Scope 3 emissions are expected to be reduced by 25% compared to 2022.Increase the use of renewable energy across the group, with a target of reaching RE60 for renewable energy by 2030.	By 2050, the entire group aims to achieve net zero emissions.

(3) Responsibilities

- According to the internal operational management procedure, Environmental Protection Department is responsible for leading and tracking other departments' situation.

(4) Resources

- Dedicated personnel for public works, various equipment and projects for energy conservation and carbon reduction, and education and training

(5) Grievance Mechanisms

- Public complaints and employee feedback channels.



(6) Specific Action of 2023

Every year, we can optimize in-house electricity efficiency through various conservation measures to achieve energy savings and carbon reduction effects, with energy-saving facilities continuously being implemented.

Catcher’s List of Energy-saving Measures

Factory	Taiwan	Suqian, China
Green energy and energy-saving measures	<ul style="list-style-type: none">■ By the second half of 2024, it is expected that the Yongke plant will complete the installation of a solar power system with a capacity of 1,121.76 kW. Based on an average of 4 hours of sunlight per day, it is anticipated to reduce carbon emissions by 783.58 tons of CO2e per year by 2025.■ Energy-saving plan for 2023-2024:<ol style="list-style-type: none">1. Frequency conversion operation of 22 CNC washing towers: Estimated energy savings of 296.91 tons of CO2e per year.2. Installation of a variable frequency drive for one chiller pump: Estimated energy savings of 205.56 tons of CO2e per year.3. Leak repairs in the air compressor system: Estimated energy savings of 341.85 tons of CO2e per year.4. Recovery of waste heat from boiler steam drainage to heat water for foreign employee dormitories.5. Central air conditioning chilled water recovery for the painting line.	<ul style="list-style-type: none">■ The solar power system used 22.4 million kWh of solar electricity in 2023, with green energy accounting for approximately 9.33%.■ We are participating in a clean energy fund to invest in green energy industry development, and we expect to obtain around 200 to 300 million green energy certificates by 2024.■ In managing product carbon footprints, we use 99.5% recycled aluminum as raw material, combining it with renewable energy in our processes to reduce overall carbon emissions and environmental impact.■ Emission reduction implementation plan for 2024:<ol style="list-style-type: none">1. Reduce the operation of washing towers: Estimated energy savings of 109.96 tons of CO2e per year.2. Optimize equipment for energy savings: Estimated energy savings of 1,459.46 tons of CO2e per year.3. Merge production processes: Estimated energy savings of 100 tons of CO2e per year.4. Replace with solar-powered lighting: Estimated savings of 39.87 tons of CO2e per year."

Greenhouse Gas Management and Strategies

Catcher clearly understands the potential impact of energy use and greenhouse gas emissions on the environment. Upholding the principles of sustainable management and social responsibility, we continuously monitor energy consumption and have actively conducted greenhouse gas inventories since 2015 to effectively track emissions within our facilities. This allows us to identify potential reduction opportunities from emission sources and implement our energy and greenhouse gas management policies. Catcher is also one of the first investors in the clean energy fund to support the development of the green energy industry.

Each facility has established a project team to coordinate and implement greenhouse gas inventories and management, led by the chairman. Greenhouse gas emissions are calculated according to the GHG Protocol standards and the methods outlined by the Environmental Protection Administration (EPA) for reporting emissions. The Taiwan and Suqian facilities in China have both completed third-party verification, setting 2022 as the baseline year to confirm emission sources. The quantified categories include direct greenhouse gas emissions (Scope 1), indirect greenhouse gas emissions (Scope 2), and other indirect greenhouse gas emissions sources (Scope 3)."

In 2023, the total greenhouse gas emissions for the Taiwan facility were calculated to be 122,205.08 tons of CO₂e and were verified by the third-party agency DNV. A greenhouse gas inventory was also conducted for the Suqian facility in China, with total emissions calculated at 296,860.57 tons of CO₂e, verified by the third-party agency CTI. The data for Catcher Group's direct greenhouse gas emissions (Scope 1), energy indirect greenhouse gas emissions (Scope 2), and other indirect greenhouse gas emissions (Scope 3) are presented in the table below. With the ongoing implementation of energy-saving initiatives at our facilities, we aim to achieve our energy conservation goals.

▼ 2021~2023 Volume of Greenhouse Gas Emission

Unit : Tons CO₂e

Year	2023	2022 (Baseline year)	2021
Factory Area	Catcher Group	Catcher Group	Taiwan
Scope 1	27,845.17	38,354.47	7,682.41
Scope 2	166,049.46	242,026.09	63,938.74
Scope 3	225,171.02	268,861.81	63.98 (only part of area)
Total Emissions	419,065.65 (Consistent with the third-party verification results)	549,242.37	71,685.13

Note 1: For the Taiwan facility in 2021, Scope 3 was assessed based on the principle of materiality, focusing on diesel used for upstream transportation.

Note 2: Starting in 2022, Scope 3 will undergo a comprehensive inventory, and the disclosure will include greenhouse gas emission data from the Suqian facility in China.



According to statistics, in 2023, the main non-renewable energy sources used at the Taiwan and Suqian facilities include electricity, natural gas, and diesel, with total consumption amounts of 387,052.88 GJ for the Taiwan facility and 1,155,438.67 GJ for the Suqian facility. Electricity is the primary source, followed by natural gas. This calculation is based on the usage recorded by the fixed metering and monitoring systems of the electricity and gas companies. Additionally, the total renewable energy consumption for the Suqian facility in 2023 was 80,694.50 GJ. Although the Taiwan facility did not use renewable energy, the Yongke factory is in the process of installing solar power systems, expected to be completed in 2024, at which point related data will be disclosed.

▼ 2 0 2 3 Proportion of Renewable Energy Consumption in the Taiwan and Suqian Facilities

Factory Area	Taiwan		Suqian, China			
Energy	Non-renewable Energy		Non-renewable Energy		Renewable Energy	
Item	Consumption (GJ)	(%)	Consumption (GJ)	(%)	Consumption (GJ)	(%)
Electricity	305,219.52	78.86	783,797.30	63.41	80,694.50	6.53
Natural Gas	81,833.36	21.14	371,641.37	30.06	--	--
Total Consumption	387,052.88	100	1,155,438.67	93.47	80,694.50	6.53

In the future, Catcher will continue to regularly disclose carbon emission information through its official website and sustainability reports
(http://www.catcher-group.com/tw/csr_esh_more.aspx?ID=9).

Acknowledging that purchased electricity is a major source of greenhouse gas emissions, we will implement targeted measures to reduce energy consumption and improve electricity efficiency. These measures include power usage management, lighting system upgrades, and will encompass all production lines, office buildings, and dormitory areas across the entire group. We are committed to energy conservation and carbon reduction, working together from top to bottom to protect the Earth.

4.4 Environmental Mitigation

➤ Air Pollution

(1) Policies / Commitment

- According to the regulations, Catcher implements the necessary control measures and methods, to reduce emissions and improve environmental efficiency.

(2) Goals & Target : Control Air Pollution

- To cope with introductions and changes of the new process, proper air pollution control devices will be set up, and environmental protection permits will be obtained thereby achieving 100% compliance of laws and regulations.

	2023 Actual Performance	2024 Short-term Goal	2030 Mid-term Goal	2050 Long-term Goal
The air pollution control action plan and air pollution control equipment comply with the environmental legislation.	No current illegal incident 【Goal Achieved】		100% compliance	

(3) Responsibilities

- According to the internal operational management procedure, Environmental, Health, and Safety (EHS) Department is responsible for leading and tracking other departments' situation.

(4) Resources

- For the air pollution prevention and control equipment, a designated person conducts daily pre-operation inspection while an EHS conducts random checks to ensure the equipment' s normal operation. The air pollution emission pipeline complies with regulatory requirements. A third party is entrusted to perform pollution source emission detection. In the factory and surrounding areas of the discharge pipeline, an environmental safety personnel regularly monitors the content of VOCs and PM2.5, so as to effectively control air quality and ensure the air pollutant is complied with environmental legislation.



▲ Catcher' s air pollution prevention equipment

(5) Grievance Mechanisms

- Public statement, employee feedback and grievance channel, internal environmental protection department.

(6) Specific Action of 2023

- ✓ Continuous Optimization of Craftsmanship & Process to Reduce Air Pollutant
Catcher keeps research & development of advanced paints, changing oil-based paint in the raw material of coating line to water base paint gradually, benefiting reduction of VOCs emission.



Catcher cares for the environment and advocates the importance of source improvement in air pollution prevention. In recent years, the coating process has been actively introduced with low-VOC water-based coating technology replacing high-VOC oil-based coating technology. Through continuous training of personnel and maintenance of prevention equipment, a reduction in air pollution emissions is achieved.



➤ Waste

(1) Policies / Commitment

- Through systematic management (from source to follow-up study), Catcher achieves the goal of waste reduction and efficient use of resources. Finally, circular economy will be obtained.

(2) Goals & Target : Reuse & Recycle

	2023 Actual Performance	2024 Short-term Goal	2030 Mid-term Goal	2050 Long-term Goal
Recycle Rate (including reuse rate)>90%	93.71% 【Goal Achieved】	> 90%	Achieving more than 95% completion	

(3) Responsibilities

- According to the internal operational management procedure Environmental Protection Department is responsible for leading and tracking other departments' situation.

(4) Resources

- Dedicated personnel of waste storage area of each factory, handheld five-in-one (O2/LEL/CO/VOC/H2S) gas detector

(5) Grievance Mechanisms

- Public statement, employee feedback and grievance channel, internal environmental protection department.

(6) Specific Action of 2023

✓ Recycle & Reuse of Plastic Material Waste

Catcher introduces a waste plastic recycling project. It uses the equipment such as crushers, extruders, and plastic injection machines to grind the waste plastics generated in the process, and the jigs that are no longer used in the process, which are then re-granulated and made into jigs that meet the needs of the factory through the injection mechanism, so as to achieve the purpose of waste plastic recycling, reduce waste generated. Moreover, it could relieve the environmental burden of air pollutants caused by incinerator combustion and the bottom ash landfill.

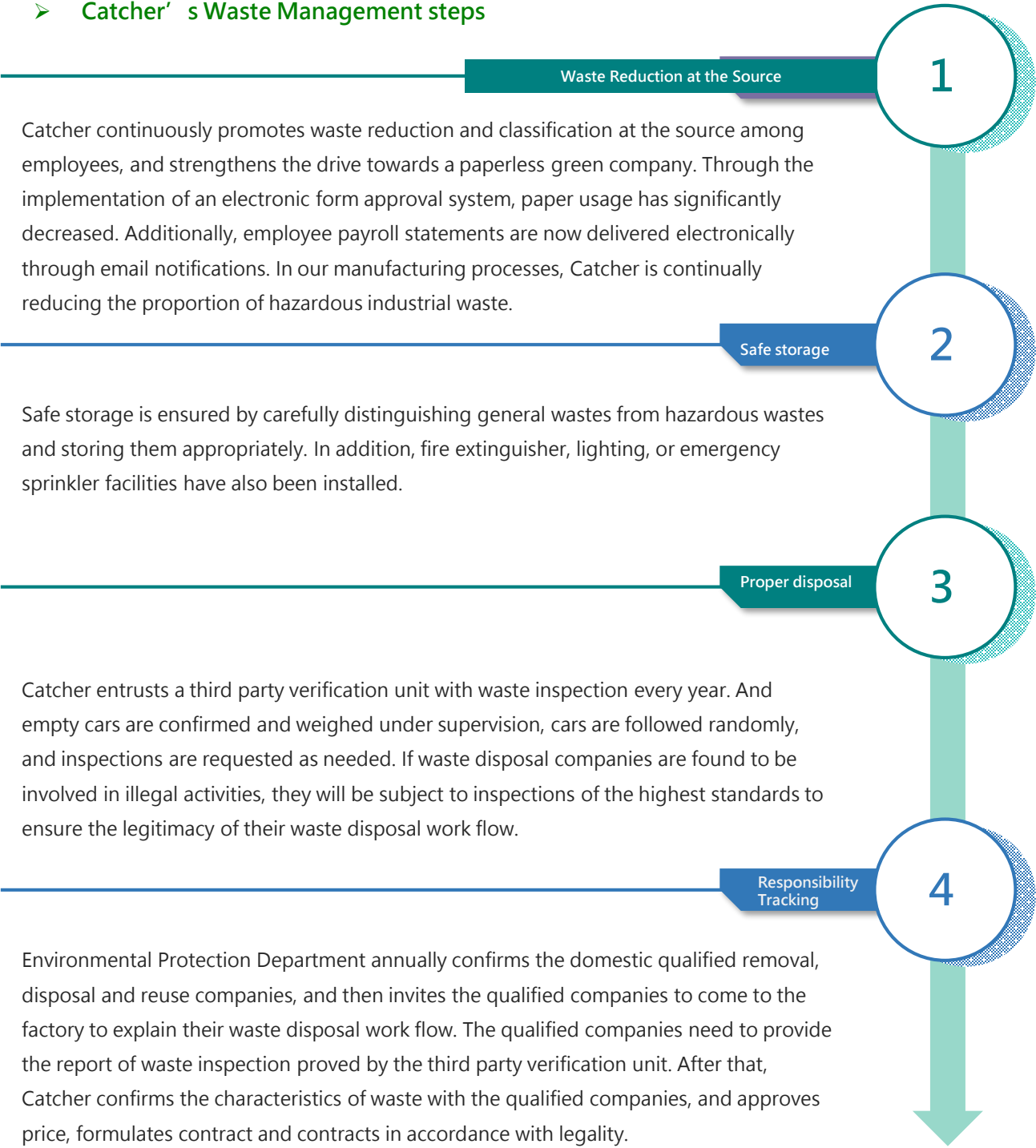
✓ Reduce weight of sludge through sludge drying system

Catcher introduced the sludge drying system to effectively reduce more than 50% weight of sludge produced in the manufacturing process. The amount of sludge was outsourced disposition showed excellence. This greatly reduced the environmental load caused by the terminal waste treatment, and drives down the cost of sludge treatment and reduces the burden on suppliers of cleaning and transportation.



▲ Catcher' s Sludge Drying System

Catcher’s Waste Management steps



Through waste reduction at source, safe storage, proper disposal and responsibilities tracking, Catcher continuously manages the waste effectively.



Standardization (Air pressure, gas, electricity, tap water)

- Regular inspection and maintenance of air compressor
- Regular inspection of the drying machine
- Regular inspection and maintenance of chilling machine
- Air compressor performance testing
- Record of total power consumption
- Record of total tap water and gas consumption
- Release of power source consumption

Data exchange (wastewater and water purification system)

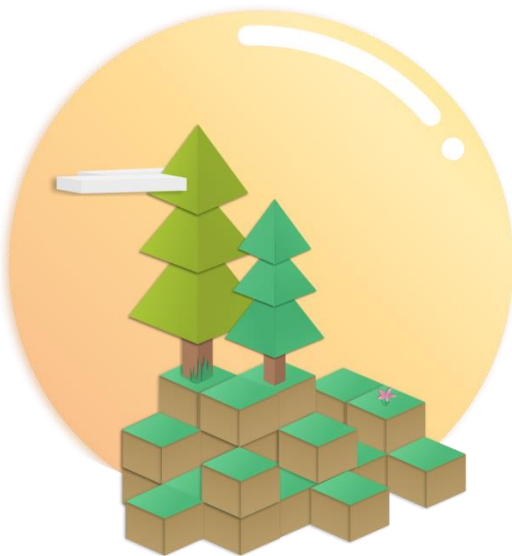
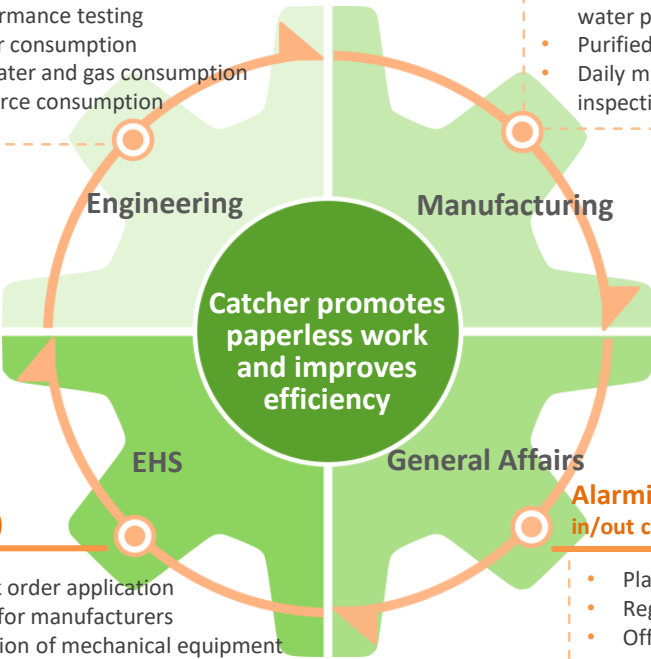
- Wastewater quality monitoring
- Regular inspection and maintenance of water purification system
- Purified water quality monitoring
- Daily meter reading and operation inspection of wastewater plant operation

Digitalization (EHS management)

- Construction work order application and entry control for manufacturers
- Automatic inspection of mechanical equipment
- SDS Safety Data Sheet
- Safety inspection of factory production process
- Occupational safety, environmental protection, fire protection license management
- Statutory check and inspection of occupational safety and environmental protection
- Statutory declaration of occupational safety, environmental protection and fire protection
- Calibration of measuring instruments
- Environmental protection and fire protection inspection form

Alarming (security, surveillance, and in/out control)

- Plant monitoring system
- Regular safety e-patrols
- Office access control
- Employee out of office management
- In/Out management for objects and vehicles
- Visitor management



➤ Water resource and wastewater

(1) Policies / Commitment

- Implement wastewater management to achieve the goal of sustainable coexistence with environment and ecology.

(2) Goals & Target : Reduce & Control

	2023 Actual Performance	2024 Short-term Goal	2030 Mid-term Goal	2050 Long-term Goal
Wastewater discharges meet Effluent Standards	Achievement=100% 【Goal Achieved】	100%	100%	100%
More than 25% Recycled water	Achievement=28.14% 【Goal Achieved】	>25%	>25%	>25%

- Medium-term and Long-term: Reduce the use of water and continue to control water quality to minimize the impact of environmental ecology

(3) Responsibilities

- According to the internal operational management procedure, Catcher' s wastewater treatment plant is responsible for leading and tracking other departments' situation.

(4) Resources

- Dedicated personnel of wastewater treatment plant, nickel on-line analyzers, COD on-line analyzers

(5) Grievance Mechanisms

- Public statement, employee feedback and grievance channel.

(6) Specific Action of 2023

Catcher values environmental water resources and continues to implement various water-saving measures to reduce the consumption, treatment, and discharge of tap water and wastewater. By improving the internal water recycling rate, approximately 228,540 tons of water can be saved each year, effectively utilizing water resources and minimizing waste.

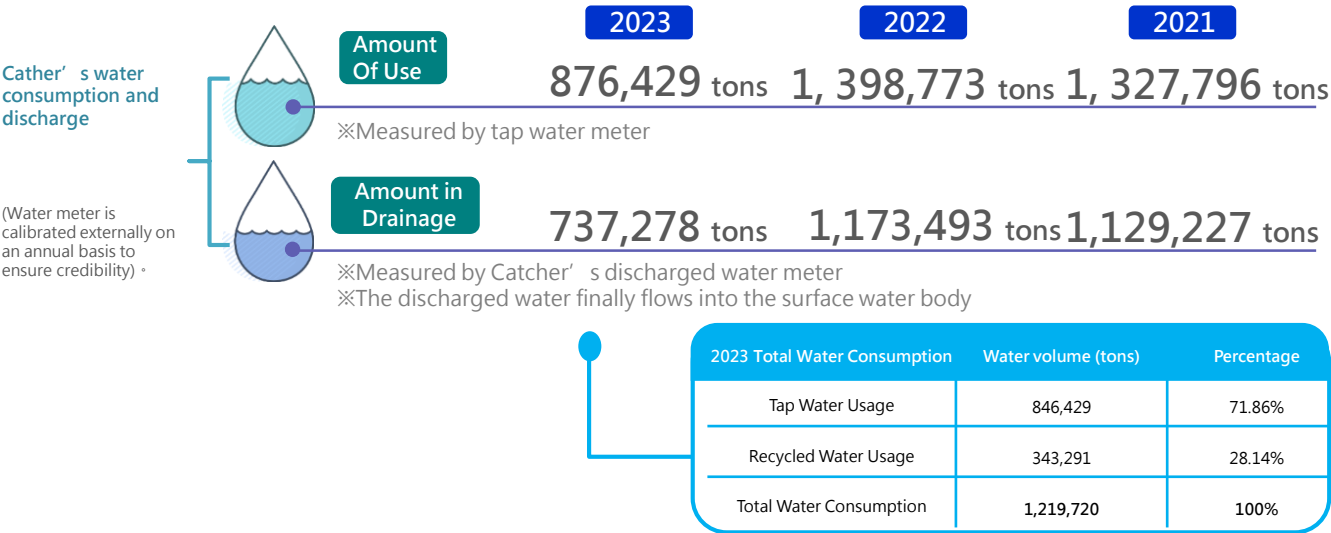
Factory	Water-saving Projects
Ren'ai Plant	Recycling the concentrated discharge water from the air conditioning cooling tower for washing tower use.
	Recycling and filtering the grinding wastewater for reuse.
	Recycling and filtering the grinding wastewater for reuse.
Nanke Plant	Recycling the overflow water from the cooling tower for washing tower use.
	Recycling and filtering the grinding discharge water for reuse.
Yongke Plant	Recycling the cooling water discharge water for washing tower use.
	Recycling and filtering the grinding wastewater for reuse.
	Recycling the concentrated discharge water from the air conditioning cooling tower for washing tower use.
	Adding a recycling pipeline from the ultrapure water tower to the pure water tower.
	Recycling the drainage from the cleaning section of the cleaning line for use in the grinding water recycling system.
	Reusing the pure water from the East Grinding Single Axis + Three Axis Wire Drawing Line.
	Reusing the steam condensate water.

In the management water resources and wastewater discharge, Catcher has invariably been cautious in its water conservation practices to prevent environmental pollution and violation of environmental laws.



▲ Catcher' s wastewater plant and its operation

➤ Periodical Statistics of Water Use And Drainage



➤ Waste Divergence and Water Quality Monitoring

Catcher has established wastewater related management procedures and standard operating procedures, which mandate that wastewater treatment must follow relevant water discharge standards or control standards. Unlawful discharge is strictly forbidden. If the equipment or facilities at the wastewater treatment plant are non-functional, the cause of the problem must be identified immediately to prevent pollution expansion. If necessary, a portion or the entire production operation can be suspended until the problem is resolved.

In compliance with environmental protection laws, the plant adopts two discharge systems, a rain gutter for rainwater collection and effluent channel for discharging wastewater into wastewater treatment plant. Catcher generates two types of wastewater: domestic wastewater produced by employees and wastewater produced during manufacturing processes. Domestic wastewater is treated by aeration and biological treatment. Production wastewater is mainly acidic and is generally treated using anodizing method. Specifically, acidic wastewater is neutralized at the wastewater treatment plant, coagulated, settled, and sand-filtered, before mixing it with domestic effluent for subsequent discharge. Every day, dedicated personnel tests the effluents by following discharge water quality standards. The test results proved it conformed to and performed even better than statutory discharge standards.

➤ 2023 Wastewater Discharge in Taiwan

Destination			Water quality test item			
			Water temperature (°C)	pH value	Suspended solids (SS)(Unit: mg/L)	Chemical oxygen demand (COD) (Unit: mg/L)
Ren Ai Headquarters	Ditch of District Office	Standard	May-Sep. < 38°C Oct.-Apr. < 35°C	6-9	30	100
		Test Results	29.6	6.7	4.7	38.7
T.I.P. Factory	T.I.P. Wastewater Treatment Plant	Standard	< 42°C	5-9	320	520
		Test Results	29.1	7.1	3.3	17.8
Y.K.I.P. Factory	Y.K.I.P. Wastewater Treatment Plant	Standard	< 45°C	5-9	500	800
		Test Results	27	6.8	2.8	18.5

➤ Biodiversity

Biodiversity loss is mainly directly driven by climate changes, and human activities lead to habitat loss on both land and sea, waste pollution, and extreme weather. To mitigate the risk of biodiversity loss and respond to the International Biodiversity Initiative, the Company has assessed the possibility of setting up the original and new plants avoiding operating activities in and near the Key Biodiversity Areas to reduce the risk of biodiversity loss. The assessment is evaluated using the Integrated Biodiversity Assessment Tool (IBAT) and blueprint for sustainable landscapes, and the assessment result shows that the Company's operation site is not located within a globally nature reserve. The Catcher Group is joining hands to invest in biodiversity conservation and work together to achieve the 2050 net-zero goal.



The Catcher Group will continue to pay attention to the major issues such as climate change, greenhouse gas emission and energy management, waste and wastewater emissions. Meanwhile, the Group will be actively investing resources, manpower and technology to formulate response strategies and improvement policies, and implement them to comply with international regulations and customer specific requirements, with the aim to put sustainable operations into practice.



5. Appendices

- 5.1 GRI Standards Indicators Index Reference Table
- 5.2 United Nations Global Compact Comparison Table
- 5.3 Sustainability Accounting Standards Board(SASB) content index
- 5.4 Climate-Related Financial Disclosures
- 5.5 Sustainability Reporting Indicators- Other Electronics Industry

5.1 GRI Standards Indicators Index Reference Table

Usage Statement	Catcher follows the GRI guidelines to publish the 2023 Sustainability Report, covering data and information from January 1st to December 31st, 2023.
GRI 1: Referenced	GRI 1: Foundation (2021)
GRI Industry Guidelines Application	None

GRI Standard	Disclosure Items	Page	Omitted Explanation/Remarks
GRI 2: General Disclosures (2021)			
Organizational Profile and reporting practice			
2-1	Detailed Organizational Information	21	--
2-2	Entities Included in the Sustainability Report	6	--
2-3	Reporting Period, Frequency, and Contact Information	6-7	--
2-4	Restatements of Information	--	No relevant matters
2-5	External Assurance	6	--
Activities and Workers			
2-6	Activities, Value Chain, and Other Business Relationships	21	--
2-7	Employees	61-63	--
2-8	Non-Employees Workers	61	--
Governance			
2-9	Governance Structure and Composition	26	--
2-10	Nomination and Selection of the Highest Governance Body	26-27	--
2-11	Chair of the Highest Governance Body	26-27	--
2-12	Role of the Highest Governance Body in Impact Management Oversight	28	--
2-13	Delegating Impact Management Responsibilities	28	--
2-14	Role of the Highest Governance Body in Sustainability Reporting	10	--
2-15	Conflicts of Interest	--	Catcher 2023 Annual Report (http://www.catcher-group.com/tw/investor_financial_psc.aspx)
2-16	Communication of Key Significant Events	10	--
2-17	Collective Knowledge of the Highest Governance Body	27	--
2-18	Evaluation of the Highest Governance Body's Performance	10	--
2-19	Compensation Policies	61、63、65	Catcher 2023 Annual Report (http://www.catcher-group.com/tw/investor_financial_psc.aspx)
2-20	Compensation Determination Process	61、65	
2-21	Annual Total Compensation Ratio	--	Highest Annual Total Compensation - Confidential Information

GRI Standard	Disclosure Items	Page	Omitted Explanation/Remarks
GRI 102: General Disclosures			
Strategy, Policies, and Practices			
2-22	Sustainable Development Strategy Statement	4-5	--
2-23	Policy Commitments	10-11、57-59	--
2-24	Incorporation of Government Commitments	41、57-59	--
2-25	Processes for Mitigating Adverse Impacts	43、54-55	--
2-26	Mechanisms for Seeking Advice and Raising Concerns	41-43	--
2-27	Regulatory Compliance	45	--
2-28	Membership in Associations	81	--
Stakeholder Engagement			
2-29	Stakeholder Engagement Policy	12-16	--
2-30	Group Agreements	--	Catcher signs an Employment Agreement with each employee to specify rights and obligations and safeguard labor-management relationships.
GRI 3: Material Topics (2021)			
3-1	Process of Determining Material Topics	17-19	--
3-2	List of Material Topics	17-19	--
3-3	Management of Material Topics	36、40、47、50、60、67、72、94、98、100、104	--
Specific Disclosures - Economic			
201 Economic Performance	201-1 Direct Economic Value Generated and Distributed	--	Catcher 2023 Annual Report (http://www.catcher-group.com/tw/investor_financial_psc.aspx)
	201-2 Financial Impacts of Climate Change and Other Climate-Related Risks and Opportunities	88-93	--
202 Market Presence	202-2 Proportion of Senior Management Hired from the Local Community	63	--
205 Anti-Corruption	205-1 Operations Assessed for Risks Related to Corruption	44	--
	205-3 Incidents of Corruption and Actions Taken	40-44	--
206 Anti-Competitive Behavior	206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopolistic Practices	40-44	--

GRI Standard	Disclosure Items	Page	Omitted Explanation/Remarks
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Specific Disclosures - Environment

302 Energy	302-1 Energy Consumption Within the Organization	97	--
303 Water	303-1 Interaction of Shared Water Resources	104-105	--
305 Emissions	305-1 Direct (Scope 1) Greenhouse Gas Emissions	96	--
	305-2 Energy Indirect (Scope 2) Greenhouse Gas Emissions	96	--
	305-3 Other indirect (Scope 3) greenhouse gas emissions	96	
306 Waste	306-1 Waste generation and significant waste-related impacts	100-103	--
	306-2Management of Significant Waste-related Impacts	100-103	--
308 Supplier Environmental Assessment	308-1 New Suppliers Screened Using Environmental Criteria	48	--

Specific Disclosures - Social

401 Employment	401-1 New Employee Hires and Employee Turnover	64	--
	401-3 Parental Leave	66	--
402 Labor-Management Relations	402-1 Minimum Notice Periods Regarding Operational Changes	58	--
403 Occupational Health and Safety	403-1 Occupational Health and Safety Management Systems	74-75、80	--
	403-2 Types of Injury, Work-Related Illness, Lost Days, Absenteeism, and Number of Work-Related Fatalities	76-77	--
	403-5 Occupational Safety and Health Education and Training	78	
405 Diversity and Equal Opportunity	405-1 Diversity of Governance Bodies and Employees	61-64	Catcher 2023 Annual Report http://www.catcher-group.com/tw/investor_financial_psc.aspx
406 Non-Discrimination	406-1 Incidents of Discrimination and Actions Taken	59	--
407 Freedom of Association and Collective Bargaining	407-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	47-48、59	--
408 Child Labor	408-1 Operations and Suppliers at Significant Risk for Child Labor	47-48、62	--
409 Forced or Compulsory Labor	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	47-48、58	--
412 Human Rights Assessment	412-2 Employee Training on Human Rights Policies or Procedures	57-59	--
413 Community Assessment	413-1 Operations with Local Community Engagement, Impact Assessments, and Development Plans	15、81、86	--
414 Supplier Social Assessment	414-1 New Suppliers That Were Screened Using Social Criteria	47-48	--
415 Public Policy	415-1 Political Contributions	41	--
418 Customer Privacy	418-1 Confirmed Incidents of Violations Involving Customer Privacy or Loss of Customer Data	34-38	--

5.2 United Nations Global Compact Comparison Table

Category	The Ten Principles	Page/Notes
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	58-59
	Principle 2: ensure that they are not complicit in human rights abuses	58-59
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	58-59
	Principle 4: the elimination of all forms of forced and compulsory labor;	58-59
	Principle 5: the effective abolition of child labor; and	58-59
	Principle 6: the elimination of discrimination with respect to employment and occupation	58-59
Environm ent	Principle 7: Businesses should support a precautionary approach to environmental challenges;	86-87
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	88-106
	Principle 9: encourage the development and diffusion of environmentally friendly technologies	88-106
Anti-corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	40-44

5.3 Sustainability Accounting Standards Board (SASB) Content Index

Category	Coding	Indicator Description	Data/Description
Energy Management	RT-IG-130a.1	(1) Total Energy Consumption (2) Grid Electricity Percentage (3) Renewable Energy Percentage	(1)1,623,186.05GJ (2) Taiwan factory: 78.86%% Suqian, China: 63.41% (3) Suqian, China: 6.53% For details, please refer to Section 4.3 on Greenhouse Gas and Energy Management
Employee Health and Safety	RT-IG-320a.1	(1) Total Recordable Incident Rate (TRIR) (2) Fatality Rate (3) Near-Miss/First Aid Rate (NMFR)	(1) 0.1486 (2) 0 (3) 0
Fuel Efficiency and Emissions in Use Phase	RT-IG-410a.1	Sales-Weighted Fleet Fuel Efficiency for Medium and Large Vehicles	Not applicable due to non-corporate industry
	RT-IG-410a.2	Sales-Weighted Fuel Efficiency for Non-Road Equipment	Not applicable due to non-corporate industry
	RT-IG-410a.3	Sales-Weighted Fuel Efficiency for Stationary Combustion Engines	Not applicable due to non-corporate industry
	RT-IG-410a.4	Sales-Weighted Emissions of (a) Marine Diesel Engines, (b) Locomotive Diesel Engines, (c) On-Road Medium and Heavy Duty Diesel Engines, and (d) Other Non-Road Diesel Engines for (1) Nitrogen Oxides (NOx) and (2) Particulate Matter (PM)	Not applicable due to non-corporate industry
Materials Sourcing	RT-IG-440a.1	Risk Management Explanation Related to Key Material Use	Monitoring supply chain disruptions or shortages and actively assessing key raw materials or critical components with at least two suppliers to mitigate supply shortage risks.
Remanufacturing Design and Services	RT-IG-440b.1	Revenue from Remanufactured Products and Remanufacturing Services	Not applicable due to non-corporate industry.
Activity Metrics	RT-IG-000.A	Number of Units for Each Product Category	14,049,000
	RT-IG-000.B	Number of Employees	2,672

5.4 TCFD (Task Force on Climate-related Financial Disclosures) Index Table

Key Issues	Items and Descriptions	Page/Notes
Governance	(a) Describe the board's oversight of climate-related risks and opportunities. (b) Describe management's role in assessing and managing risks and opportunities.	Please refer to 4.2 Countermeasures for Climate Change
Strategy	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. (b) Describe the impact of climate-related risks and opportunities on the organization' s business, strategy, and financial planning. (c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios.	Please refer to 4.2 Countermeasures for Climate Change
Risk Management	(a) Organizations should describe their risk management processes for identifying and assessing climate-related risks. (disclosed) (b) Describe the organization' s processes for managing climate-related risks. (c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization' s overall risk management.	Please refer to 4.2 Countermeasures for Climate Change
Metrics and Targets	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. (b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. (c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Please refer to 4.2 Countermeasures for Climate Change, 4.3 Greenhouse Gas Control and Energy Management , 4.4 Environmental Mitigation

5.5 Sustainability Reporting Indicators- Other Electronics Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit
1	Total energy consumption, percentage of purchased electricity, and usage rate of renewable energy	Quantitative	1.Total energy consumption : 1,623,186.05GJ 2. Percentage of purchased electricity : 100% 3. Utilization rate of renewable energy : 6.53%(Suqian, China)	Gigajoule (GJ), Percentage (%)
2	Total water withdrawn, Total water consumption	Quantitative	1.Total water withdrawn : 876,429.0000m³ 2.Total water consumption : 139,141.0000m³	Thousand cubic meters (m³)
3	The weight of hazardous waste generated, and percentage of recovery	Quantitative	Hazardous waste : 0.0000t Percentage recycled : 0%	Metric tons (t), percentage (%)
4	Types of, number of employees in and rate of occupational accidents	Quantitative	1.Occupational accident categories : Cut, Laceration, and Abrasion Injuries : 3, Falls : 3, Improper Movements : 1 2.Number of Persons in Occupational Accidents : 7人 3.Occupational accident rate : 0.26%	Percentage (%), quantity
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled	Quantitative	1. Product Lifecycle Management Disclosure : 6003.25t 2.Recycling percentage : 100.00%	Metric tons (t), percentage (%)
6	Description of the management of risks associated with the use of critical materials	Qualitative	Monitoring supply chain disruptions or shortages and actively assessing key raw materials or critical components with at least two suppliers to mitigate supply shortage risks.	Not applicable
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Catcher had no monetary loss resulting from legal proceedings related to anti-competitive conduct regulations in 2023.	Reporting currency
8	Production by product category	Quantitative	2,377,679	Varies by product category



Thank you for taking the time to read this report. Please do not hesitate to contact us should you have any suggestions and words of encouragement.
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